### Point of View By John F. Aheurne

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## **Scientists Must Help Deal With the Hazards** of the Nuclear Era

IS RARE that multiple problems can be effectively uddressed at the same time. However, when it comes to some of the most difficult questions that we foce concerning atomic weapons and the atomic-energy industry, four technical problems exist that U.S. scientists can and should address together: the cleanup of nuclear and other hazardous waste, the proliferation of nuclear weapons, the challenges posed by reduction of nuclear weapons in the United States and the former Soviet Union, and the public perception of science in general. The dramstic agreement snnounced ls st week by President Bush and Russian President Boris YeltsIn to reduce their stocks of multiple-warhead missiles makes these issues even more pressing.

Research scientists in the United States have tended to avoid these problems, becouse in the past they have been cloaked in secrecy. Further, solutions often would have required scientists to become directly involved in public controversy and to work with cumbersome federol and state bureaucracies. Now, however, the problems are relatively open and very serioua.

How to dispose of nuclear and other hozardous waste in the United States poses aevere problems. Milton Russell, a former director of policy for the U.S. Environmental Protection Agency and now a professor of economics at the University of Tennessee, recently estimated that expenditures for cleanup will amount to at least \$750-billion over the next 30 years and could amount to one trillion dollars.

The U.S. General Accounting Office, using information provided by the Department of Energy, has estimated that cleanup at facilities that formerly produced nuclear weapons will cost at least \$150-billion. To put \$150-billion in perspective, in 1987 the total smount spent on elementery and secondary education by all state and local governments in the United Stales was \$157-billion.

But the cost of cleanup mey be the leest of our problems. Mr. Russell has said: "No one really knows how to do it with today's technology." For example, our measuring techniques are not readily able to measure the extent of contamination, so we are unsure what is there and how much. Second, the technology to remove widely dispersed material is often little belter than digging it all up. Third, once the woste is removed from the contaminated region, few, if any, technologies are generally accepted for destruction of the contaminated material. Further, how clean must the decon-

The United States is not the only country facing these problems. At a meeting of U.S. end Russian nuclear end legislative experts in Moscow last December, members of the Russian legislature's Committee for Ecology and Retional Uses of Natural Resources sald they despaired of solving the enormous cleanup challenges facing their nuclear-weapons facilities.

Beyond the cleanup of wastes foom the second and third problems—the threat of nuclear proliferation as more nations develop nuclear capabilities and the prob-

lems created as the United States and the former Soviet Union reduce their stacks of nuclear westpons, The well-publicized reductian in intermedinte-range nuclear missiles by the U.S. and U.S.S.R. in the Intermediate-Range Nuclear Forces Treaty of 1987 meant just that: the destruction of missiles. The warhends those missiles carried still exist. The agreement just announced by President Bush and President Yeltsin would make deep cuts in the very large missiles and multiple warheads owned by both sides, reducing the threat of nuclear war but campuunding the problem of dealing with the leftover nuclear muterial they contain.

The chief materials used in nuclear weapons are highly enriched uranium and plutonium. They shure seveml important characteristics. They are difficult to produce, are extremely efficient in austnining u nuclear-fission chain renction, have an extremely long life. and can be used again ond again in nucleur weapons. Wolf Hacfele, director general of the Nuclear Research Center of Jülich, Germany, has estimated that both the United States and the former Saviet Union have about 100 tons of plutonium and 500 tons of cariched arandom in military atockpiles. As o result, the world faces perhaps the greatest threat of nuclear proliferation since the development of nuclear weapous.

Although the superpowers and nucleur weapons, the U.S. and the U.S.S.R. wurked conpentively to prevent the spread of nuclear weapons and the knowledge of how to build them. While n few countries-India. China, perhapa Israel-did develop the cupability to produce nuclear weapons and many other countries may have tried, the genie was kept in the bottle. However, if weapons material becomes easily available, proliferation of weapons will be inevilable. The threat is particularly acute as the breakup of the former Soviet Union continues. The once-tight control over former Soviet weapons material is loosening, just one of many effects of the deterioration of government nrganizutions. If terrorista or other countries can acquire the basic building blocks of nuclear weapons, the disarmu-

ment of the former auperpowers may be irrelevant. The United States and the former Soviet Union have begun reducing their weaponry and militury forces, but consider how much the United States might have to reinvest in armementa end menpower if nuclear weapons auddenly appeared in Libya or Iran, or in the hands of the world's terrorisl organizations. A lelevision ad for the care of automobile engines includes the line: "Pay me now or pay me later." Surely, peying now to prevent proliferation would be far cheaper.

Clearly, whether we are trying to clean up nuclear waste or to reduce our nuclear weapons without risking further proliferation, we need to find some viable alternatives to merely storing nuclear material.

Our best option is finding a way to burn or otherwise use up the nuclear material. For example, plutonium can be mixed with uranium to produce mixed-oxide fuel for nuclear-power plants. Such fuel has even been used auccessfully on a teat basis in several commercial

nuclear plants in the United States. Although the nology exists for using this mixed-oxide fuel, policy support must be generated before companies will lling to make it and pullities will agree to use

We have the manpower to work out the detailed cleaning up waste and weapons materials, if anyte scientific community will focus on the task, Boli is United States and the former Soviet Union have sames of nucleur scientists. In the United States, it major laboratories working on nuclear weapons in Los Alamos National Laboratory, the Lawrence E ermore National Luboratory, and the Sanda Nate Laboratory. All three have been trying to develop to industry to engage in "technology transfer." He lieve the bak could be strong and rapidly develop were the tales to help industries develop methods elenning up miclear and hazardous wastes and form agions-grade materials in commercial teactors

BROAD, the Direct States decade his bi developing projects by the thousands of entists in the tornier Servict Union navot work or some to be. We should mobilize a tists in the United States and in the former Soviet ion to address the reclinical challenges of design nuclear weapons and storing nuclear waste.

Part Foster, professor of business administrate St. Joseph's University, recently recommended parting national laboratories and defense suppliers at least a year as they develop transitional nucleate nulogies for the commercial market. A similar prouch could be taken in the furmer Soviet U Muny technical challenges could be addressed, intiing limiting new methods of consuming enriched and ant and plateuinm, of destroying the long-lived per ucts of nuclear lission, and of removing hazarde wastes from nuclear sites.

The problem of the public perception of screen could be addressed at the same time scientists detail themselves to linding better ways to handle mide material. Given that events over the past year be raised concerns in the public's mind about the sort consciousness of scientists, they now should be tri in restore their credibility and prestige. Sissela B professor of philosophy at Brandeis University, 1850 suggested that researchers should ask themselve What are the responsibilities of science for wheels world is guing?"

What better way to restore our credibility that it tuke responsibility for dealing with the hazards of atclear weapons and the cleanup of nuclear waste?

John F. Ahrarne is executive director of Sigma XLb Scientific Research Society, in Research Bland Park, N.C., and adjunct scholar at Resources for it Future, an economic-research institution in Washing ton. He formerly served as chairmon of the U.S.M. cleur Regulatory Commission and the Secretary of De ergy's Advisory Committee on Nuclear Facility Safe

# THE CHRONICLE

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"Let there be no miatake about our belief that burning a cross in someone's front yard is reprehensible. But St. Paul has sufficient meuns at its dispasal to prevent such behavior without udding the Pirst Amendment to the fire." etica Antonin Scatte: A19

"Despite their minimal training in grammar and the usage and history of language, most English ers wurm to the task of serving as language police." A prolasecr of English, on ecadema's Insistence on 'proper English': B1

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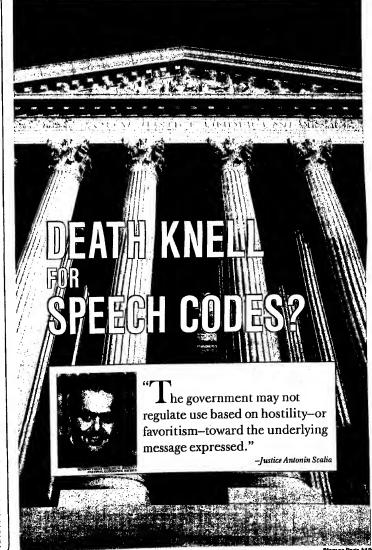
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"Everybody's seen Stor Wars, and everybody thinks that rubots are really casy to huild." The organizer of the Aerial Robotics Competition: A16

"The way engineering is practiced has changed dramutically over the years, and we in education need to catch un."

the American Society for Engineering Education: A13

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VENTING THE WE'LL

Scholars should spend less time describing the problem and more devising improvements. Point of View. A40

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SUPPORT FOR OVERHAUL OF ENGINEERING EDUCATION MIT's President Charles M. Vest has entied for changes to emphasize design, production, leadership, and

MORE TROUBLE FOR WOMEN'S-STUDIES GROUP After a rancorous meeting in 1990, the nutional association had hoped to pull things together at this year's conference, but it was not to he: A13

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Researchers who have devoted their careers to the vole to kill the project. A22

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SEKING THE HEALING ROOTS OF MEDICINE At 75, former Surgeon General C. Everett Koop is beginning a new career at Durtmouth College, where he

Descripered of charges arising from student picnic: A4 Six new books on higher education: A14

### RESPECTING LINGUISTIC DIVERSITY

HIGH EXPECTATIONS AT ROBOT CONTEST

Electronio media seen replacing print: A15

#### Rovemment & Politics

reconducting Supercollider denounced the House



Like most of the other entries, this blimp built by students from San Diago State U. never got off the ground under its own power at the Asriel Robotics Competition in Atlanta: A16

GOVERNOR OF INTON'S PECONOMIC STRATEGY He offers a plimpse of what he would do on President. including several ideas related to higher education: A22

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■ Despite ull the outward signs of success, much skepticism remains about the nation's biggest program for letting peuple puy college costs in advance: A24 Michigan ehallenged un tax raling to tax the curnings of its tuition trust fund: A24

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A regional higher-education commission has recommended that public colleges inke o new approach to economic and social problems: A25

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**CHARITABLE GIVING UP 6.2%** Apparently buoyed by the stock market's recovery at the end of 1991, contributions to education and other causes outpaced infletion for the year: A27

AN 'URGENT LETTER TO FELLOW TRUSTEES' Thirty-six "deeply concerned" college trustees called on their counterparts to become more active in setting and monitoring policy: A27

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#### MONEY OUT THE WINDOW

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A Maryland company works with colleges and high schools to find financial nid for students: A30

Louisiene Stete U. bers enti-abortion rally: A4 Drake U. fratemity member folis would-ba burgler: A4 Celf roping end bull riding et the college rodeo finels: A4 Manketo State student pleads guilty to setting fires: A4 A music major's political-sciance finel: A29 Mich. State survey offers belier news for job sackers: A29

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A proposal by the presidents' commission of the association would give college leaders more authority over the organization's budget and direction: A31

Wash. Stata sports progrem gels two years' probetion. A31.

#### International

#### INTERNATIONAL STUDIES IN MONTEREY A Colifornio graduate institute makes longuage fluency

a central part of its International curriculum: A33 **ENROLLMENT GAP FOR SOUTH AFRICA'S BLACKS** Although whites moke up only 13 per eent of the eountry's population, they account for more than half of all university students: A33

#### BROADER TAX ON FOREIGN STUDENTS?

U.S. colleges ere troubled by a bill in Congress that would tax all of the foreigners' income for study in this country, rather than American funds alone: A35

Grim job prospsots for British end Australian graduatae: A33 Serblan government three ans Belgrada U. over strike: A35 Nigeria charges student leeder with tresson: A35

#### Arts

#### ARCTIO STUDIES AT BOWDOIN

A wide-ranging assortment of odditles and Ireasures make up the college's Arctic collection: B4

#### AN AMERICAN CUBIST

An exhibition of more than 60 paintings and drawings by Max Weber opens In Washington: B40

### Gazette: A36





"As for Faculty Research Suppor Granta Program, I have no suggestions-only praise. I feel an enormous debi to the Research and Sponsored Programa Office. In my experi ence, it has been an oasis of ciency in the auny bureaucratic

Where nomed is an island.

From The College World, the student paper nt Adrian College:
"Into the Streets, a national out-

reach, recruitment, and education program, has taken Adnan College storm. 'We only expected about 100 students to participate, says Seans Monahan, the coordinator for volunteer aervices, 'we will probably have between 100-200 students in the

"The concept of Into the Streets. according to Monahan, 'is to immo-bilize as many atudents as possible for a day of community service in hopes that students will commit to further community service on their own, is the future."

lt's worth a try.

News from Lyndon State College: FOR IMMEDIATE RELEASE MOOSE AMBLES ACBOSS

"Faculty and staff members of Lyndon State College, located in Vermont's 'Northeast Kingdom' greeted a four legged visitor to their impus on Friday afternoon.

"A full-grown cow moose, atand-ing almost six feet tall, ambled across the lawn in front of the campus' administration building at 1:45 p.m., sed on the accer field and the darted up the hill into the woods surrounding the campua. Witnesses estiampus for about five minutes before

making her hasty retreat.
" 'Perhapa she felt behooved to better heraelf, explained Dr. Peggy R. Williams, president of the college.
'She probably heard that we offer a oumber of interesting fields that she

From Philanthropic Digest:
"lowa Sinte University's largest capital campaign effort, 'Partnership for Prominance, has surpassed the \$100 mark in its drive to raise \$150

Congratulational A journay of a thousand miles begins with a single

Headline In the Durham (N.C.)

U.S. TEACHERS LOOKING TWICE

AT ABISMAL SCIENCE SCORES And three times at the spelling acores, we hope.

### In Brief

#### Officials claar dean

#### of alcohol charges

CORAGA, CAL.—The Contra County District Attorney has dropped charges against the dean of student affairs at Saint Mary's College of California, who the police said had allowed under age students to drink beer at a campus pienic. The desn. Ronald Traven. ick, was charged on grounds that he was the supervisor of the event. The Diatrict Attorney de-cided that the picnic was a private party organized by student groups and that the dean should not be

#### Studant folls burglar

#### at fraternity house

OES MOINES-A Drake Linker sity fratemity member foiled a would-be burglar at the Sigms Alpha Epsilon house last week.

Rick Hosley, who will be a junlor this fall, asw a man climbing down the outside stairs from the second floor with o videocassette ecorder. Other fraternity mem bers helped Mr. Hosley chase catch, and restrain the thief. Mr. Hosley then sat on him until police strived a few minutes later

Police arrested John Westly Sykes and charged him with second-degree theft and violation of

dred cowboys and cowgirla com-

peted at the 43rd annual College National Finals Rodeo for Na-

tional Intercollegiate Rodeo As-



#### President of CUNY's City College will resign

Trustees meeting last week. Both Mr. Harleston and C. Ann Reynolda | above), chancellor of cunv.

Calfroping and buil riding at the college rodeo finals

aozahan, Mont.—Three hun- | State University. Students com- | tie from the the University of

peted in calf roping, bull riding, goat tyiog, barrel racing, bare-back riding, saddle-brone riding,

concert held on the campus and by an uproar over racinly charge remarks mode by two of its pro-

Augusta Souza Kappner, president of the Borough of Manhattan Community College, will serve as acting president of City College.



N.C. Stata U. racalvas

#### top award for arboretum

RALEIGH, N.C. - The eight-acr arboretum at North Carolina StateUniversity has won the 1992 sward for the outien's best public

The American Association of Bolanical Oardens and Arboreta recognized the school's programs in botanical education, plant in troduction, and research as mod-els for public gardens.

The arboretum, which was

started in 1976, contains 6,000 va-rielles of plants from 42 countries. It bouses internationally renawned collections of juniper ground cover and redbuds, 450 kinds of dalfodila, and several

are and unique plants.
The tract also features a Japanesegardan, a white garden, and a 300-foot-long perennial border. One of the focal points of tha white gardeo is a gazebo (above) led by pansies, foxglove. and amaryllis.

#### College uses panels discarded by White House

UNITY, ME. - Solar punels that once heated water for the White House now serve the cafeteria of

Unity College.

Peter Marbach, developmen filter at the college, rescued 32 solar panels that had sat in a Virgith warehouse since they were removed from the White House even years ago. Mr. Marbnch tore out the seats of u run-down

1 4,000 pounds of alternative-energy equipment after he saw a nic nre of the punels in n magazine

Unity has put half of the puncls on the risof of its cafeterin talore), and plans to install the rest there this summer. Mr. Marbach says the panels are approprinte for the college because it is known for its programs in envirunmental sciences und naturalresources management.

#### Paper on feminism gads to dismissals

DALLAS-A denit and a faculty member at Dallas Huntist Univer sity were dismissed after the dean refused to investigate the faculty ember, who was embrailed with a colleague in a dispute over femi-

The dispute began when David Ayers, ussistant professor of suciringy, delivered a paper criticiz sistant professur of English, Deh orth McCollister, later attacked his scholarship in a paper deliv ered at a faculty lunch.

Mr. Ayers distributed copies of both papers to his students and at one point likened Ms. McCollissword of the assussin.

The administration formed a committee to investigate M Ayers's conduct. John D. Jeffrey. dean of the School of Humani saying Mr. Ayers's actions were guidelines. The administration then asked him to conduct the investigation, but he refused

Both Mr. Ayers and Mr. Jeffroy were then told their one-year con tracts would not be renawed. Says Edward H. Pauley, vicepresident for academic affairs, "When a deun is asked to do something we feel is reasonablein this case, to ask same quer ns-and he refuses, we're left with a problem." Mr. Ayers's contract was ended because he also refused to cooperate, Mr. Paulay added. Mr. Ayers says he believes he was punished for his "politically incorrect" views on

#### **PORTRAIT**

### A Quest for the Healing Roots of Medicine

A long, white, freshly washed limousine is parked outside C. Ev-erett Koop's town house on a Monduy morning, ready to give him r ride to a lecture.

To Dr. Koon, the limousine is not ii symbol of his importance but s chance to illustrate what is wrong with American health care.

"In parts of the country today." he says, "we have ophthalmologista sending for their ciderly pa-tients in limos like the one waiting out there for me and arranging for roaes to be delivered to those patients. It's unbelievable."

Health care, Dr. Koop says, too often enters exclusively to the well

#### Speaking His Mind

As a professor of surgery at the University of Pennsylvania and a surgeon at Children's Hospital of Philadelphia for 42 years, Dr. Koop helped to greate the field of pedial ric surgery by convincing other physicians that openating on children was different from aperating un udults. As President Reugun' Surgeon General, he was regular caught in the crossfire between lib ernls and conservatives on health issues ranging from abortion to tion of many on both sides for speaking his mind.

Since leaving the Surgeon Clener elned create live one-hour televihas written his memoirs, and has 75. Dr. Koop is beginning what ho

If the practice of medicine is calls his limit career.
Using Durtmouth College's medto improve, he says, physicians need to learn from "outcomes reicul school us his heudannrters. Dr. Knop hopes to help return Amori-Outcomes resenrels originated in cun medicine to its mots as a healing profession. In May, the college the illscovery of startling variatinns, from one geographical area in another, in the rates at which stublished the C. Everett Koon Institute, and from that hase, Dr. Kuop hopes to reform American various surgical procedures are performed. In one Vermont town, far example, only 7 per cent of the Durtmouth's 319 medical-school children under age 14 had had their

The medical achool's dean, Andrew G. Wallace, says the institute will be more of a philosophy than a building. "You may not be able to find it, but we hope it will permeate

everything we do."
Dr. Koop, settled into a cauch at hia home here with a cup of decaffeinated coffee in hand, talks about his plans. He wants to see medical education built on three pillars: research on the best ways of treating tlents, disease prevantion, an ethics. "I think that one of the profound truths that I have come t believe in the last few years," he says, "is that the profession of medicine and the profession af pub lic health each have to make a ma-

Those who are trying to educate tion, he says, need to confess that their audiences may accumulate a lot af Informatian, but oftea don't bange their behavior.

Physicians should confess "that we don't really know what works and what doesn't work in the prac-tice of medicine," he says, adding,

of public health each have to make a major confession." "We do not awful lot of things because we've always done them that way."

er of 30 wha is inneed with a child who has cystic fibroxis and is now prognant again," he says. "She's too young for Medicare und she's too rich for Medicaid but she in't have enough money to buy what she needs

C. Evarstt Koop "The profession of madicine and the profession

tonsila removed, while in another

lown not far away. 70 per cent of

the children had had the operation.

As more research confirmed

was developed to compare the re-

cluding, in many eircumstances, the effect of na treatment at all.

Social Consultanta

ults of various treatments—in-

Dr. Koop says medical schools

should tench medical students what

works, what doesn't, and what is

unknown. "If the patient has all af

the risks laid out, as well as all of the benefits," Dr. Koop says, "very well-controlled studies have

shown the patient tends to choose

is satisfied with the result, no mat-

ter what it is, because he chose it."

Dr. Koop would also like to sea

each medical student at Dartmouth

"family in distress." Dr. Koop and

ow-tech, low-cost treatments and

ch variations, outcomes research

#### Focus on National Isanes

Although many of his offurts will be focused on Durtmouth. Dr. Koop wants to use symposiums ta discuss national issues, such as the debts of medical students.

The steep debts students accumulate in medical school, he says, drive them into lucrative special-ties. He believes the resulting surplus of specialists makes doctors apt to pick costly treatments.

Neurosurgeons become frustrotcd when they can't use skilla that they have spent years perfecting, he says. "You don't set out maliciously and say the next patient that comes along in going to get his head cracked," he says. "But if you see somebody in an automobile acci-dent. I think the threshold for the indication that surgery is needed is somewhat lowered

Dr. Koop has a simple solution for this problem: Ask state and federal governments to subsidize more of medical education.

To gather the political strength he needs to achieve his ambitious goals. Dr. Koop knows he will need allies, and he is searching for them on Dartmouth's faculty.

become a "social consultant" to a "I'm not asking people to sign on his associates have begun acarching to something just to be in compli-for such families in the towns aurto get the vision I have and join me "] want students to meet a moth- in working out that vision."



#### Naw YORK-After a year filled | told reporters he was leaving volh controversy, the president of City College of the City Universiy of New York will resign, effecve August 31. The resignation of Bernard W. Harleston, who has been president of the college for 11 years was snnounced after a Board of

Students for Life, says the group has no ties to Operation Research and should be allowed to use the untanily. In the past year, City College has been rocked by the deaths of nine people before a Student plaads gullty to satting campus fires

guilty to nil 14 arsons

said to suffer from schizophre and in likely to acrve no jail time under a plea agreemest reache last week in Blue Earth County District Court.

Louisiana Stata V. bara

BATON ROUGE, LA.-A STREET

troup says that by refusing to a

ow an anti-abortion rally in a

campus theater, Louisiana Sta

University has discriminated

University officials deny the

against organizations that oppo

charge. They say that Operate Rescue, a national anti-about

group, was the rally's real spea-

sor. Outside groups can use can-pus facilities only if the event is

co-aponeored by a student group Garry Ballard, a spokesment

Louislana State, said Operation

Reacue had approached the un

versity about using its facilities

He said the request had been de

nied because the campus grow

Students for Life, did not plant

raily and would play only a nour

Floyd Gonzalcz, president e

tal role in the event

anti-abortion raily

Mr. Lang was a senior wheals Was arrested in Andi la contro tion with fires that struck the unversity from June 1991 to last Jan lamage from the evening blazes 680,000.

Mr. Lang testified that he had started the fires because of in creasing anger against a philoso thy professor, who had falled M Lang on a test. The student is to e sentenced in August.

#### Corrections

An item about a trademark dispute (The Chronicle, June 17) Incorrectly said Oklahoma State University had been granted a patent for its loop. It was issued! trademark registration.

Because of incorrect information from the National Aeronautica and Space Administraon, a list of Congressional earmarka (The Chronicle, April 15) wrongly identified a \$2-million appropriation from NASA as a project at Wheeling Jesuit College. The project, called ananet, is conducted by a company in West

This event was held at Maatana lege stripped the women's ti- men's title. The Chronicis of Fighes School the (Size con-pair) is published windry Exactly in School the Control of Fighes School the (Size con-pair) is published windry Exactly in School that the Control of Exactly is the Chronicis of Size control of Exactly Indiana Control of Indiana Control of Exactly Indiana Control of Exactly Indiana Control of Exactly Indiana Control of Indiana Cont 

Wyoming, a two-time defender. Southwest Oklahoma State Uni-

versity ousted the men's twa-time

defending champion, Montana State Univarsity, to secure the

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### **Scholarship**

#### A 12-year effort to document the life of one of America's most controversial women is now complete of the University of California at Berkeley. Since 1980, 100 editors,

researchers, translators, and administrators have been seurching for material about Emma Goldman in more than 1,000 nerolives and more than 1,000 nerolives and private collections around the world. They have truced Goldman's life through classified government files, papers from obscure urchives, and letters buried in bassentents.

The Emma Goldmon Papers
Project now has 30,000 letters and
papers of the woman who was
described as "the high priestess of
anarely" and "a woman 8,000
years ahead of her age."
Goldman was involved os an

Goldman was involved os an activist and orator in many of the major events and issues of her era, including the Russian Revolution and the Spanish Civil War and the struggle for women's equality and the right of free expression.

She was thrown into jail for advocating birth control and resistance to the draft, hounded by government agents, and deported to Russin in 1919 by a young J. Edgar Hoover.

Hoover.

"The collection tells you what
"The collection tells you what
Clodoman was writing to friends and
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blography, Love, Anarchy, and
Emma Goldman, published by
Rutgers University Press,

The project is now working on a two-volume book edition of highlights of the collection. The entire collection is also evallable on microfilm.

Rewards for whistle blowers are rare. In science, even staying employed after accusing a colleague of fraud has been difficult.

But a small foundation in Cambridge, Mass., awarded \$10,000 last week to Margao Orrole, a former postdoctoral researcher at the Massachusetts In stitute of Technology who raised suspicions obout the accuracy of o scientific paper, One of the puper's authors was the Nobel Laureate David Baltimore.

Ms. O'Toole's doubts ultimately triggered four investigations, including one by Congress, but the case is still not reached. The U.S. attorney's office in Baltimore is reviewing the matter to see if eriminal charges are warranted. The \$10.00 given to Ms.

eriminal charges are warranted.
The \$19,000 given to Ms.
O'Toole esme from the Cavsilo
Foundation, act up by an
Independent investor, Michael
Cavallo

The award was one of the onnual Cavallo Prizes for Moral Courage, given to recognize those who "have chosen to speak out when it would have bean far easier to remain

# 'Discovery of the Century' Brings Instant Celebrity

Astrophysicist who found new evidence about creation of the universe uses his status to promote science

By Kim A. McDonald

Gaorga F. Smoot, Ill: "Thase small variations are the imprints of tiny rippies in the fabric of space-time put there by the primeval axplicitor process."

The team oranted this microwave map of this universe after a pointsicing computer analysis of a year's measurements by NASA's Cosmio Background Explorer.



BERKELEY, CAL.

Ble would no longer be the same the day he notleed a photographer taking his picture as he mowed his front

awa. Per decades Mr. Smoot had led a distinsished yet relatively obscure career as an stipolyseist at the University of Califorairs Lawrence Berkeley Laboratory here. Blust little thenged two mouths ago, when he smootneed at a scientific conference that the stream of the stipoly of the stipoly of the first evidence of the formation of primordi-

al stneutures from the universe's creation.
Mr. Smoot became an instunt celebrity.
The photographer, a paparazzo who
claimed to be from Paris March, was confirmation of that. But unlike many scientias who have been distracted from their
research by the crush of media attention,
Mr. Smoot bas not shied away from public-

In fact, he and his team of researchers ave taken the unusual step of responding strongly to hundreds of inquiries from a people as well as the news media.

whose interest in the universe and its ereation have been piqued by the discovery.

"George roally wunts to communicate the excitement of science to the public." Mays I affery Kahn, a public-information officer at the Berkeley laboratory. "A lot of people might have sized up on the oceasion. They would have been a nervous wreek. But he's been olmost superhuman in secumonodating everyone. I've just been umazed that he hasn't raised the white fing and said, "Brough."

While truveling through France and Switzerland in recent weeks, for example, Mr. Smoot has been writing posteared to the more than 200 people, mostly non-seientists, who east him letters with questions or comments about his team's discovery. "People take the trouble to write to you; he says matter of factly, "so it's nice to write back to them."

Mr. Smoot was equally accommodating to the man who claimed to be from Parls Match (the magazine says it did oot send him), inviting the photographer inside his home to take photographs. And when People magazine wanted to show him engaged

in nn activity outside of the laboratory to demonstrate that scientists aren't stuffed shirts, Mr. Smoot volunteared to pose in o pair of Rollerblade skates.

Mr. Smoot admits he is taking advantage of the publicity—and enjoying it. He and his colleagues say the universal appeal of their discovery has given them a care opportunity to demonstrate the value of selecte to wide segments of the public.

"George is worried about the budget for science in this country, because it's getting worse and worse," saye Luis Tenorio, a graduate student at the University of California at Berkeley and a member of the research team. "He wants to get as much

"A lot of people might have

seized up on the occasion. They would have been a

nervous wreck. But he's been almost superhuman in

accommodating everyone."

publicity for science, now that the discovery is hot."

Some scientists have dubbed the advance "the discovery of the century" and predict that it will eventually win Mr. Smoot in Nobel Prize. It is essentially on map of the ancient universe showing temperature fluctuations in the radiation left over from the "big bang," the explosion that scientists believe created the universe some 15 billion years ago.

#### The Great Voids of Space

Theoretical physicists believe those fluctuations, which are only 30 millionths of n degree warmer or cooler than the rest of the background radiation in the sky, eventually evolved into the lumpy universe that exists today.

"These small varintions are the imprints of tiny ripples in the fabric of space-time put there by the prime vol explosion process," Mr. Smoot snys. "Over billions of years, the smaller of these ripples have grown into galaxies, clusters of galnxies, and the great voids of space."

The fluctuations detailed by the Smoot team ename after a paintainking computer analysis of more than 390 million measurements by the Cosmic Buckground Explorer (or crops.) a satellite launched In November 1989 by the National Aeromanties and Space Administration.

Colleagues say Mr. Smoot's thestrics helped to break the monotony of the long pracess of checking and rechecking their distu. In one instance, Mr. Smoot wore a trueflo to one of the team's meetings to emphasize the importance of what it was doing; in another, he made a stunding offer of a round-trip teket unywhere in the world to anyone who could find a statistical error in the group's furthers.

ent error in the group's littings.

No one was tole in cush in on the offer, soin l'ehritary, Mr. Smoot waked nue of his gradaute students, Charley Linewenver, in make one lust computer check of the datu. Mr. I lanewenver slipped the results under Mr. Smoot's office donr, with n note soying simply. "Eureka?"

The onnouncement of the results nt n meeting of the American Physical Society (The Chronicle, April 29) come us a relief to cosmologists who had been unoble to reconcile the smooth background rodiction against the lumpy universe that exists to-

#### 'The Holy Grail'

One widely quoted cosmologist, Michael Turner, a professor of astronomy and astrophysics at the University of Chicago, colled the discovery one of the most sionificant advances in astronomy.

significant advances in assurances in assurance.

"The Holy Crail has been found," he said after the announcement. "It's that important. If this evidence holds up to serutiny, it is what we've been looking for for 20 years. It confirms our ideas of how structures form."

When Mr. Smoot returned from the American Physical Society meeting, he bound a sign taped to his office door: "Home of the Holy Grail." Across the hall, in an office ahared by his graduate students, another sign reads: "If You're God, It's Like Seeing George Smoot!"—a humprorus twist to Mr. Smoot's emment, in announcing the discovery, that "If you're religious, it's like looking at God."

members of his team wish he Continued on Following Page



YOUR DEERS.

the research.

paying the money "

**Publishing** 

latest book?

California Press.

What do you do when Hullywood calls,

As tempting as it might sound, editors

America, now being adapted into a

meeting of the Association of American

muchly \$2,000, which gives the haver time to put

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"The person what's boundet the rights has to

Assuming the deal goes through, don't plan

mise millions of dollars " Mr. Dixon says, "The

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have been taken out recently on two other

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deal can full through. Barbra Streisand can

Klan: Rucism and Gender in the 1920s by

Kroeber, and released in 1961.

wanting to buy the film rights to your press's

shouldn't get their hopes up. Chances are, even

### 'Discovery of the Century' Creates an Instant Celebrity

illiterate society," he says, "but

people here think of themselves as

being religious. Or they all think

they are arm-chair philosophers.

So you have to appeal to that, be-

hadn't said that, since his statement quickly developed into a minor controversy among fundamentalists and others who wrote and called to complain. But Mr. Smoot points out that much of the religious reaction to his group's confirmation of the big-bang theory of creation has also been favorable.

"If there is a design to the universe, there must have been a designer," he says, noting that in the week of his announcement, a group of Anglican Bishops meeting in London concluded that his group's discovery had "confirmed the ex-

#### 'The Unknown Gels Larger'

Mr. Smool, who avoids queslions about his own religious beliefs, says he sees no inconsistency between his leam's results and religious ideas of creation. "Anytime you solve a question like this, you raise two more," he says.

Mr. Lineweaver agrees. "The scientific story of creation that we're laiking about is incomplete," he says, "and in science. whenever you answer a question you creale two more, so that, in a sense, the unknown gets larger. If

"George said what he

found was like looking

into the face of God. That's what I'm seeing,

too. Tell George we've

got to talk."

you invoke God in that unknown. there will slways be something for God to do in science.

'My mother is very happy with resulta and she believes in God," he adds, "The big bang was the creation event 15 billion years ago, so my mother says, 'Well, it was created and God created it. My father, however, believes in infinity and in the idea that the universe must have been here all the time, so he doesn't like this and they have a semi-religious argumeni about it."

Whatever their religious beliefs, Mr. Lineweaver says many of those who call him are drown even tuslly to ask, "What does this menn about God?" So while Mr. Smoot fielded that question on "The Todny Show" and "The Dennis Miller Show," Mr. Lineweaver, who happened to be In the office ofter the annauncement, handled questions from radio talk shows seross the United Sintes aa well as from Canada, Germany, and Spain.

#### Helping With Publicity

Mr. Kahn, the public-information officer, says some of Mr. Smoot's colleagues, like Mr. Lineweaver, were initially reticent about helping him with the "hundreds and hundreds" of requests for interviews that jammed their phone lines.

"But they all ultimately came around," Mr. Kahn says, "Part of George's training of graduate stodenis is to show them that it's not

easy to get funding for your work, and that part of getting funding is more memorable calls he received

interacting with others besides was from a dentist from Boise, Idaho, who told him, "I'm just n den-One thing Mr. Lineweaver list to make money. I'm really a leurned is how to discuss tactfully cosmologist," and wanted to disthe religious implications of the cuss the implications of the finding. findings, which he thinks have giv-

"One guy called from New York," he adds, "and said, 'I'm an en the discovery wider appeal among the public that is supporting notist. Can you just send me the raw data?" He wanted to type up "America is largely a scientific the data, print it out, and use it in some type of art-to say that this is the oniverse."

Mr. Kahn says many of the culls his institution has received were cause they are the ones who are tory in the making, wanted to

speak to anyone involved in the rists have found verification in the

One call came from a man who identified himself as nn anudeur scientist in South Carolina who had been engaged in similar cosmologicul rescarch.

"George sidd what he found was like luoking into the face of God," the caller said, "That's what I'm sceing, too. Tell George we've got

#### Verification in the Map

As for scientists, many theoreticinns-who, like the religious cullers, might have found contradictions with their own models of how from people who said they had no the universe evolved—have reactspecific question, bul, sensing his- ed positively to the discovery. By modifying their models, most theoleam's map.

Everybody is saying that the likey have predicted comes way very close to the map," h Lineweuver says. "I haven't see anybody say that what they pe dicted comes very far from that Giovanni De Amici, a Barken

ustraphysicisi who is a membra the leant, says that while the gor wuits for independent confir of its results, which is expect within a year, it will analyze ad licenal statu from Coae to add me detail to the map and provide other check on their results.

"Our necks are out pretty fa Mr. Smoot says, noting that the publicity would prove embarr ing if u mistake were found, "B we think we're right."

when a press sells the rights to what it thinks is a hot property—fairly rare for most university presses, anyway—the film will probably never on a lot of zeros behind the final purchase hemade, says Dan Dixon of the University of price. For a featore film with a budget of \$10million or less, a press can expect to be paid unywhere from \$10,000 to \$100,000, Mr. Dixon Mr. Dixon ought to know. As director of sobsidiary rights, Mr. Dixon has been involved in says. A made-for-television movie on a major network could bring \$25,000 to \$75,000. Those thesale of film options for some 50 books. "My record so far is one in fifty, and that one figores are based on what film and television won't show up until November," he says. producers have indicated they're willing to pay. "There's n scale to this," Mr. Dixon says. He's referring to Ishi in Two Worlds: A Biography of the Last Wild Indian in North "This is what producers will pay university

presses. Anything else is extraordinary. documentary that will be carried by PBS this year. The book was written by Theodora Kreeber, the wife of the Berkeley anthropologist Alfred Actors and producers had tried for years to buy the film rights to A River Roos Through Is nml Other Stories, Norman Maclean's Mr, Dixon spoke about the ins and outs of critically acclaimed collection of stories that was selling film and television rights at the annual first published by the University of Chicago Press in 1976. Mr. Maclean, who was a long-time University Presses in Chicago last week. Once a press sells an option on a book-at a fee of professor of literature at the university,

> River Rons Through It was the press's first book of fiction, selling 300,000 copies. Robert Redford linally succeeded in securing the film rights in 1988, and the movie will appear in October, under Mr. Redford's direction. In this case, the movie rights belonged to Mr.

brought the book to Chicago after it was turned

down by several New York publishers. A

Macleun, not to the press. In September, Chicago will release Mr. Maclean's second book, Young Men and Fire, the true story of an elite crew of Forest Service Smokejumpers who parachated into the Mann Gulch fire of August 1949. The press is printing 30,000 copies of the book initially and plans to spend \$40,000 to promote it.

Mr. Maclean spent the last 14 years of his life studying and reliving the fire, and when he died in 1990, the book was still unfinished. In the years before his death, Mr. Mnclean's health began to wane, and as the publisher explains in a prefatory note, "Young Men and Fire had become a story in search of itself as a story, following where Maclean's compassion led.'

A new survey on the status of women in scholarly publishing, released at the AAUP meeting, showed that the glass eeiling is everpresent at oniversity presses.

Two thirds of nll university-press employees are women, yet they hold only 11-or 14 per cent-of the directorships, the top management position at presses.

The survey was conducted by Albert N. Greco, associate dean and director of publishing studies at New York University, for Women in Scholarly Publishing. "How can one examine these statistical results and not wonder how these presses, which report after all to a top-level academic or administrative officer at each university, have not been able to find and prumote women in the upper echelons of management?" the report asks.

Twenty-eight per cent of the wamen responding to the survey said they had experienced some form of discrimination on the job, and 26 per cent said they had been subjected to harassment-sexual ar atherwise. One woman described the oftenunfavorable elimite at her press ns "more in the nature of a chronic disease than catastrophic illness."



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#### **NEW SCHOLARLY BOOKS**

Compiled by NINA C. AYOUB The following list has been compiled from information provided by the publishers. Prices and numbers of pages are sometimes approximale. Some publishers offer discounts to scholars and to people who order in bulk.

Kathleen M. Blee (1991).

#### ANTHROPOLOGY

pull out."

Artile Homelandt Kinship, Community, and Development in Northwest Greenkand, by Mark, Not taill University of Tosouth Frees; 194 pages; 550 U. S. hardsort, 339.93 U. S. paperheack, An ethard tailly of the Kelsalli, on Innitloopie Estally of the Kelsalli, on Innitloopie Estally of the Kelsalli, on Innitloopie Estally of the Kelsalli, on Innitloopie Statistics of the Community of the Community
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conomy.

Milk, koney, end Money: Changing benegit in Rwandan Healing, by Christopher C. Taylor ISmithsonien Invitudian Press; 272 pages; 335). Describes how pre-colonial Rwandan concepts of pre-colonial Rwanden concepts of thess, bealing, and the body were af-ted by that central African country's

#### ARCHAEOLOGY.

inus schools of thought in "Tireen" po-litical theory, and discusses their rela-tion to Western political traditions.

Images of American Life; A History o Idnological Menegement in Schoole, Movies, Radjo, and Television, by Juc Moyles, Hadio, and Jeanward, by Joe.
Spring IState University of New York
Press: 106 pages: \$59.50 landenver.
\$19.95 paperback. Describes how political and economic forces have shaped ent of textbooks, curi

#### **ENVIRONMENTAL STUDIES**

Environmentalism and Political Theory, Toward an Ecocontric Approach, by Rob-yn Eckersley (State University of New York, Press; 274 pages; \$44,50 hard-cover, \$14,95 paperback). Analyzes var



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Con back). Describes the diverse back-grounds, personalities, and political views of Robert Barnwell Rhett 1800-1876; William Lowndes Yancay 11814-1863; and seven other leading propo-nents of Southers accessionisto.

nents of Southera scensionism.
Founding the Far West: California, Oragon, and Mexoda, 1840-1889, by David
Alan Johnson (University of California
Press; 488 pages; 335). Focuses on stateconstitution writing and other especta of
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A Morelletin and Oel of Perliaments John Stuart Will at Westminator, 1865-1868, by Bruce L. Kinzer, Ann P. Rob-son, and John M. Robson Ultwiersity of Toronto Press; 317 pages; 855 U. S.). Discusses the British philosopher's elec-tion and service as a Liberal MP for the Westminator constituence.

Westminster constituency.
North Country Captives, by Colin G.
Callowuy [University Press of New Englend; 160 pages: \$15.95]. Edition, with commentary, of eight narratives by white a held captive by Indiana in 18th-century Vermont and New Hompshire.

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The Olympica: A History of the Modem
Gemes, by Allen Gettimenn (University
of Illinois Press; 224 pages; \$24.93). A
social history of the games from their re
vival in 1896 to the present.



On Rims and Ridges: The Los Alomos Area Sines 1880, by Hul N. Ruthman (University of Nebrasks heres). An pages 1545. Describes their competing 1545. Describes 1545. Describes

country during the 1980's.
The Portuguose Colembus Secret
Agent of King John II, by Mascarenhas
Barreto, transland by Reginald A.
Brown JS. Martin s Press; 594 pages;
SS14. Argues hast Christopher Columbus
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mission was to keep Spain from finding a true route to India.

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#### NEW SCHOLARLY BOOKS

Comtinued From Preveding Page
State University of Illinais Press;
1924 page 120 page

#### HISTORY OF SCIENCE

The Papers of Joneph Henry, Volume 8: The Princeton Years, January 1844-De-cember 1846, edited by Marc Rothen-berg (Smithsonin Institution Press; 592 pages; 535). Documents the American physicist's final years at Princeton Uni-versity before his election as the first secretary of the newly established Smithsonian Institution.

#### INTELLECTUAL HISTORY

A Peellion to Command Respects Wom-en and the Eleventh Bitannica, by Oillian Thomas (Scarcrow Press; 22 pages; \$251. A study of the 34 female contribu-tors to the 1910-11 edition of the Ency-ciopacidia Britannica.

The Wheeling Bridge Case: Its Signifi-eance in American Law and Teshnology, by Elizabeth B. Moarce (Northeastera University Press; 268 page; \$45). Ex-arulnes the role of law in the develop-ment of immaportation technology

#### LITERATURE

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Literatum, Historiography, and Art, edit ed by James A. W. Heffernan (Univered by James A. W. Heffernan I Universi ly of New England Press; 280 pages; 360 hardcover, 529.95 paperback). Includes new and previously published essays on images of the revolution in art, liters-ture, and history writing from England, Prance, Germany, and the Caribbean.

France, Germsniy, und ihe Csribbesn. The Space Between Litesery Enjberny in the Wuk of Annie Dillend, by Sandra Humble Johnson (Kenl Sate University Press; 224 pages; 328). Describes how the contemparry American writer creates moments of illumination, shared by preacting includes discussion of similar relationships in the writings of Hopkins, edited and the Sandra Sandr

The Correspondence of Roger Sea-eione, edited by Andrea Olmstead (Northeastern University Press; 539 pages; 860. Annointed edition of mon than 200 of the 20th century America

Fabiliam, by Mark H. Bernstein (Uni-versity of Nebraska Press; 165 pagos; 529). Topics include pisuaible and im-piousible forms of finalism, the relation-ship between fatalism and moral respon-sibility, and Ludwig Willegenstein's views on free will sand determinism.

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The Olympian Dreams and Yesthful Re-bellion of René Discartes, by John R. Colc (University of Illinois Press; 312 pages; 334-399. A study of Descurtes's Olympica, in compendium of the Prench philosopher's dermas accompanied by his interpretations.

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#### POLITICAL SCIENCE

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#### Addresses of Publishers

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#### PRIZES

#### TINKER FIELD RESEARCH GRANTS Guidelines for 1992

The Tinker Faundation annuances the continuation of its annual program of institutional Field Research Grants All recognized Centers or Justitutes of there-American or Latin American Studies with graduate doctoral programs at accredited United States universities are eligible to ealer the competition. The Field Research Grants award is in the amount of \$15,000 and must be matched by a minimum of \$10,000 from university or other sources.

The Field Research Grants must be used to support individual research by outstanding graduate students and junlor faculty. Each Center or Institute whiteh receives an award must conduct a competition to select the student faculty recipients. The awards are to be used only for brief periods of field research and should primarily reflect the major interests of the Tinker Foundation, i.e., economic policy and governance and these targeted social science disciplines having strong public pulicy implications, and environmental policy studies. Recipients may conduct research in the Spanish- and Portuguese-speaking countries of Latin America as well as Portugal and Spain.

The deadline for receipt of applications for the 1992 awards is October 1. For complete details regarding the program and application procedures, write: Field Research Grants, The Tinker Foundation Incorporated, 55 East 59th Street, New York, New York 10022.

### **Personal & Professional**

# MIT Head Calls for 'Transformation' of Engineering Education; Hits Accreditors

#### He wants changes to be 'exciting and profound'

By DEBRA E. BLUM

The president of the Massachusetts institute of Technology last week called for a major overhaul of engineering education that would emphasize design and production along with leadership and tenmwork.

Speaking at the annual convention of the American Society for Engineering Education in Toledo, Ohio, President Charles M. Vest become the intest higher-education leader to weigh in in favor of such changes. He usked the 1,200 engineering educators at the meeting to support u "transformation" in engineering education that would he "every bit as exciting and profound as was the engineering science revolution' after World War II.

At the same time, he accused the Accreditation Board for Engineering and Technology, which necredits 350 schools of engineering around the country, of hindering the kind of innevation and experimentation he is encouraging.

was re-evaluating its guidelines and might

the responsibility we have to maintain

what we see is the minimum quality level in

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In his speech, Mr. Vest said changes in

engineering education were necessary to

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"There's always been tension between

make changes as curly as October.

CREF will look et a company's record of fines and civil soits ny well as its emission or production of toxic chemicals and its liability for 'Left lu the Dust' He told the pudience that a more flexible s-weste disposal sites. occrediting process was needed to procase has hired nemospituat to bein it mote change, or the bount "will be left in evaluats companies, CRI-E, with its Juhn W. Prados, head of chemical engi-

day said.

companion company, the Tenchers Insurance and Annuity neering at the University of fenuessee and Association has owners of \$104. president of the accrediting board, said billon. The Social Choice Account Mr. Vest was not where in accusing the has assets of \$193-million. hunrd of being two right. He suit the hourd

A group of educators is designing a biuchrint for teacher

Environmentally owere policy holders in higher education's largest pennion system wilt now be able to invest their money in companies with

the same values. Since 1990, the Cullege

Retirement Equities Fund hus

that allows policy holders un opportunity to invest in companies that ediere to certain social

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ffered a "Social Choice Account"

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Albert J. Wilson, vice-president

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CREF Irustees' committee. "Our

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ronmental screen," as CRE calls it, was developed by p TIAA

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Teams of educators fed by 35 ollege presidents met last mouth to discuss ways in which the nation's elementary and secondary schools would change. The conference, held in Woshington, was sponsored by the American Association of Sisie Colleges and Universities and Digital Equipment Corporation.

According to the group, lomorrow's schools will work more closely with porents, businesses. social services, colleges, und other Broups. They will be fully equipped with technology. Teems of tenchers will instruct classes. And teaching styles will be varied to meet the seeds of individual students.

To prepare prospective teachers for the new schools, the group concluded that, among other things, professors must show how mation in one discipline relates to others. They must put more emphasis on e student's ability to demonstrate understanding. demonstrate understending. Technology must be used. And teaching will have to focus on the process of gathering information rather than committing it to memory.

A special committee will use those ideas to develop a plan for teacher preparation and retraining.

If will be released in the falt.



Charles M. Vest, president of MIT: Math, sciance, and comp "must be integrated into our ability to do real angineering work."

### Women's-Studies Group, Hoping to Heal Wounds, Finds More Conflict

By COURTNEY LEATHERMAN

AUSTIN, TEX. This year's ennual meeting of the National Women's Studies Association was supposed to heal fractures that crippled the organization after a large group of minority women staged un angry walkout at the

1990 conference.
The 1992 meeting, whose theme was "Enlarging the Circle: the Power of Feminisl Education," started on a promising note: the screening of "I Am Your Sister, a video depicting a successful multicultural conference. In opening remarks, Deborah Louis, the ossociation's leader, then urged members to find common ground despite their different backgrounds and agendas. It soon became clear how difficult that

would be Within half an hour, the keynote speaker, Annette Kolodny, dean of the University of Arizona's Faculty of Humenities, had offended lesbian women by making what were described as "heterosexist" marks. Other women complained that a white woman should not have been selected to start a conference simed at opening the association up to minority women.

Then, meeting organizers epologized to Jewish conferees who had been inconveni-enced by the scheduling of the Frideynight session, which interrupted Shabbat.

#### Complaints About Meale

Later that evening, some "eco-feminisis"-scholars who believe in a feminisi approach to covironmental issues-comdained that every meal served of the conference included meat.

Pinally, one conferee complained that

participants should be asked in the future to forgo hair spray and perfume, which atlergy sufferers might find irritating.

And so it went at the 15th ennual meciing of the NWSA, an academic meeting unlike most others.

Meny here stressed the unique nature of the association, which combines scholarship, politics, and activism, end which grew out of the women's movement of the eerly 1970's. All those characteristics are vital to the organization and the discipline. many here said. Because women's studies challenge the status quo, they must by their very nature have an activist element, these scholars seid.

Those elements were obvious here, as sessions started off with songs adopted from earlier project movements. But some Continued on Following Page



### Feminist Group Strives to Heal Crippling Wounds

Continued From Preceding Page participants here noted that the myriad ngendas had often made for confusion, frustration, and divisiveness, and they likened the NWSA to a "dysfunctional family."

Divisions are nothing new for the urganization. Tensions erupted at the 1990 meeting in Akron, Ohio, when nenriv 100 women walked out. In part, the walkout was a protest over the association's firing of a black employee who had accused the organization of discrimination.

A number of members took up her cause and issued a list of unsuccessful demands at the 1990 conference. One of the women who participated in the walkout later churged that "white women were acting like white men."

In the months that followed, the ssociation's five-member national staff resigned and the group ean-ecied its 1991 annual meeting.

The NWSA has been trying to recover ever since. Its board hired three black wonten to run the national office. It formed a committee to revamp its governance structure, and it has been struggling to boost membership, which dropped from 4,000 to fewer than 2,000.

#### 'Open and Vulnerable'

Despite the chaos at this year's meeting, some of the approximately 500 here were convinced that the meeting alone was proof that the NWSA had survived the worst.

Still, many said that the organization continued to face both internai and external pressures. "We're so open and vulnerable to inatituliona that see us ss an organization that is always supposed to be 'politically correct," said Wilma litically correct, satu wilma Boddie-Beaman, a counsclor at the tional male-centered interpretations of the plays. "You can't get of NWAA's steering committee.

The NWSA wus besieged by chaos at a time when academic programs and scholarship in women's studics were flourishing on many campuses. Those ubservers worried that the NWSA's problems would be misconstruct and used by critics to tar women's-studies prugrams.

#### A Critic Attends

One of the group's most outspoken eritics was, in fact, in attendance: Christina Hoff Sommers, a philosopher at Clark University who joined the association las year. tMs. Sommers may have been hard to spot. Her sister, Louise Hoff, who accompanied her, was wearing Ms. Sommers's name lag. Ms. Hoff explsined: "Christina had said some women might be hostile to her being here.")

Ms. Sommers called the meeting disappointing. "I'm slunned by the incredible discrepancy between the mood and tone of this confer ence and that of other academic conferences '

She added: "Though I admit women's studies can be somewhat different, the difference is too extraordinary and it brings out the worst stereotypes against wom-en-of being somewhat hysteri-

Ms. Sommers complained that she saw little evidence of serious scholarship at the conference, why they come. Conferces who Her opinion was not shared by

many.
"She is flat-out wrong," said Evelyn S. Newlyn, an associate professor of English and director of women's studies at Brockport, "1 presented my paper on 14th Century Middle Cornish dramatic verse," she added, explaining that much more scholarly."

"Then, when we can't be all things to all peuple, we're vulnerable." Some credited the annual meeting Ms. Boddie-Beaman was among with giving them idess nhaut new the black women who did not walk teaching methods. "Where clse out of the 1990 cunference, could you find an English profes-Some here said it was ironic that sor, a sociologist, a philosopher. and economist all getting together talking about an interdisciplinary approach to teaching?" said April

> Cullege of Rochester, She and others also noted that other disciplinary associations were plagued by their share of puli-

ing specifically for the politics and

Amn! Knwar, a political scientist at Utah State University, said she did not believe top scholars in the field usually uttended the inceting. "If you're really taking schulurship seriously, you don't present here, she said. "It's light scholurship." Still, she found the conference valuable for its discussions on di-

Jan M. Rogers, head of North Carolina State University's women's center, was frustrated that the discussions had not led to strategies for dealing with problems. Slic said that a three-hour meeting she attended was taken up by purticipants introducing themselves and when the association is restricturexplaining their hackgrounds.

#### The Biggest Facilon

For women who feel isplated on their campuses because of their disciplines, their ethnicity, or their politics, that kind of "bonding" is tench women's studies at cummunity colleges-a growing trendsaid it was important to meet uthers in similar positions. The same was true fur women in eco-feminism, as well us for icsbiaus.

Many leshions believe they are the higgest faction in the NWSA The leshion entions's May newsletfor said the group had grown to ovor 1,700-including non-members, "It appears we are the organizationil" it stated. That perception Many others also said they had has eaused some problems for others

# NEW BOOKS IN HIGHER EDUCATION

It may be necessary to add state (ax to the cost of bunks listed helaw. Discounts may be wailable to scholars and to people who order in balk.

Andomic You Abrond, 1902-93, edited by Sara J. Stern and Ed Battle

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Black Woman in Highor Education: An Anthaiagy at Essays, Studios, and Dacumanis, edited by Elizabeth 1. Het (Gai Rah Pithishing, 717-44th Avenue, Sutte 290). New York 1912, 341 pages; \$43 pages in includes materials from the 1801's to the 1907.

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A sociologist at Queens College of the City University of New York is predicting that

replace print as the medium for

between the two, books, magazines, and newspapers are ofready doomed, says Lauren Sciler, nu

drawing on findings from a paper he

plens to present at a meeting of the

American Society of Information

Science next fall, "There is simply

not enough money for print und electronic technology to coexist."

For example, says Mr. Seiler,

web press and an acre of space,

copy 50,000 pages. mnny in futt

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The Association of Research

workshops and using electronic mail to provide instruction to the

system, or ms for short, is a data-

development agencies and other aganizations.

ganzanons. Several software companies are

Harvard University's school

of government is creating a data base for current research on

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The data base, a project of the

Science, Technology, and Public Policy Program, will include

bstracts on the National Research

lateract, and network security, as

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roject, says hels looking for cuncise

descriptions of research to progress that will help policy makers better

aderstand issues. For more informatiun, contact

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Acanedy School of Obvernment Harvard University, 79 John F. Kennedy Street, Cambridge, Mass

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Brian Kahin, director of the

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He adds: "Electronics nre

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ers in the NWSA particularly ing itself to provide a better toran-

for its other groups. The SWSS is made up of about a dozen caucus es. Many in the "women of color caneus complained that this conference had not fully addressed the would stop comparing outs! conflicts that led to the problems at other organizations. We're the 1990, Ms. Holdie-Beaman, of the ent. We need to commit to a NWSA's steering committee, suit youls, work to their contributions she believed the many competing and celebrate our different.)

constitution approved by act

Libraries is working with 31 Hall was her one goal firth member institutions on a project to Increase the number of contrience. She has another the NWSA. "If I had my with a librariane who can use geographic-information systems. The one-year project is a response to a growing need for brarians who know how to gain ccess to certain electronic information—census datu, for example—in the federal deposited fluories and show people how to

# Data General

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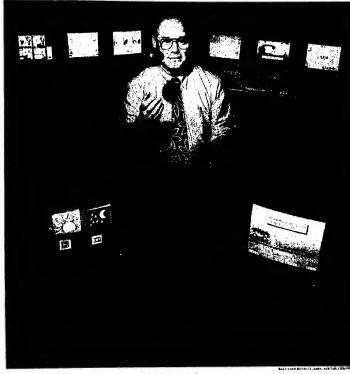
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# **Information Technology**



Thomas F. Ryan: "Our major commitment is to the notion that the computer is a tool in the clearcom—like chalk, itke a book, like a dictionary.

# Teachers' Use of Computers Stressed by Education College

Graduates of program at Illinois State U. are expected to know how to apply technology in their lesson planning

By Julie L. Nicklin

WO TEACHER EQUICATORS are putting the finishing touches on a software package they have developed to help deaf children learn to lip read.

The multimedia package, called "Read My Lips," will let the children read a story about dino snurs and see a full-motion video on a computer screen. When the students see words they don't know, they can presa a key to call up an image of an instructor demonstrating the correct pronun-

That project is just one example of the work under way with computers at the Illinols State University's College of Education. Over the nast few years, the college has taken steps to make sure that the 800 prospective teachers it graduates cach year are able to plan lessons that use computers.

"Our major commitment is to the notion that the computer is a tool in the classroom-like chalk, like a book, like a dictionary," says Thomas F. Ryan, the col-

Increasingly, America's schools are Continued on Following Poge

#### MIT Head Calls for 'Transformation' of Engineering Education Continued From Preceding Page what is being taught to engineering that emphasized such skills as sur-

meet the challenges of "growing internationalism, decreased emphasis on military concerns, increased economic competitiveness on a global scale, dramntically changing demography, and widespread concern about the quality of education at all icvels."

He said engineering education needed to restore a basic focus on design and production and be more closely tied to engineering prac-tice. In addition, he said, engineering studenta must be taught leadership and teamwork skills.

#### A Growing Movement

Not all of Mr. Vest's ideas, as he himself noted, are original. Indeed, the concepta he discussed are part of a movement that is gaining momentum around the country. His message attracted attention however, because of the urgency of the problem and his affiliation with MIT, a leader in the field.

Over the past neveral years-at міт and elsewhere—professors, administrators, and practicing en-

students, and how. The field is try-ing to attract students who may shun engineering because of its top-heavy math and science requirements. It is also trying to improve its service to industry. whose leaders have increasingly complained that engineering gradu ates are not prepared for the kind

of teamwork and problem solving necessary in the workplace. From 1981 to 1991 the number of accalaureate degrees in engineering awarded by U.S. institutions increased by 2 per cent, but the 1991 figure was 18 per cent below the peak reached in 1986. The proportion of Americans and other permanent residents of the U.S.

earning such degrees increased slightly over the decade According to Frank L. Huband, executive director of the engineering-education society, most ob-servers in the field agree that the 30-year-old model of "sciencebased" engineering education ta outmoded. In the 1950's, he said. engineering education changed from a mostly applied discipline

veying, drafting, and metal casting to a more analytical field that incorporated science, mathematics, and, later, computing.

#### A 'Need to Catch Up'

Under the model still in effect. the first two years of an undergradunte engineering program are devoted almost exclusively to muth and science, and the last two years to engineering concepts, he sald.

"The way engineering is practiced has changed dramatically over the years, and we in education need to catch up," he sald.

The most important change, Mr.

Huband sald, involves a better in tegration of math and science with the concepts of design and produclion over all four years.

In an interview, Mr. Vest agreed that integration may be the most

critical factor for change.
"I don't want to back off the depth of malh, science, and computation," he said, "But they can't be left dangling. They must be integrated into our ability to do real engiocering work."

# TRAINING CENTER

# in Rural Connecticut.

The less attour to make another a toestion of the

meas. Hariford Providence, Springfield and Bortok

A sociologist at Queens College of the City University of New York is predicting that

ernnies will eventually

"In the economic competitiun

and newspapers are already doomed," says Lauren Seiler, an

dowing on findings from a paper he

plans to present at a meeting of the American Society of Information

Science next fall. "There is simply

electronic technology to coexist."

For example, says Mr. Seiler,

web mess and an acre of spince,

copy 50,000 pages, many in full

color, to a single disk."

He adds: "Electronies are

charge it is far less expensive to

onstrating that they are more

cost effective every duy and every

The Association of Research

project to increase the number of liberlass who can use

geographic-information aystems.

-census data. for

Libraries is working with 31 member institutions um a

The one-year project is a

access to certain electronic

response to a growing need for librarians who know how to goin

example—in the federal depository libraries and show people how to

use it. The association is impling

mail to provide instruction to the

A geographic-information

kshops and a sine electronic

system, or this for short, is a dato-

base program that lets users store

data and create mups for connomic development agencies and other

Several software companies are

Rarvard University'a achool

policy issues stemming from

information in digital form.

and Education Network, the

The data base, a project of the Science, Technology, and Public Policy Program, will include

batracts on the National Research

Internet, and network security, as

intellectual property, and access to averament information.

Brian Kahin, director of the

descriptions of research in progress that will help policy makers better understand issues.

For more information, contact bir. Kahin, Information

For more Information, contact Mr. Kahin, Information Information

OWLLAND@HUSCS.HARVARD.EOU.

roject, says he is looking for cuneinc

well as on electronic publishing.

of government is creating a data base for current research on

ealing programs and duta bases for

we environmental and other

ding a color book requires in full

not enough money for print und

between the two, books, magazines

fessor of sociology.

replace print as the medim conveying information.

### Ferninist Group Strives to Heal Crippling Wounds

Continued From Preceding Page purlicipants here noted that the myrind agendas had often made for confusion, frustration, and divisiveness, and they likened the NWSA to a "dysfunctional family."

Divisions are nothing new for the organization. Tensious erupted at the 1990 meeting in Akron, Ohio, when nearly 100 women walked out. In part, the walkout was a prolest over the association's firing of a black employee who had accused the organization of discrimination.

A number of members took up her cause and issued a list of unsuccessful demands at the 1990 conference. One uf the women who purticipated in the walkoul later charged that "white women were acting like white men "

In the months that followed, the association's five-member national staff resigned and the group canceled its 1991 annual meeting.

The NWSA has been trying to recover ever since. Its board hired three black women to run the national office. It formed a committee to revamp its governance strueture, and it has been struggling to boost membership, which dropped from 4,000 to fewer than 2,000.

#### 'Open and Vulnerable'

Despite the chaos at this year's ng, some of the approximately 500 here were convinced that the meeting alone was proof that the NWSA had survived the worst.

Still, many said that the organizalion continued to face both internal and external pressures. "We're so open and vulnerable to institutions that see us as an organization that is always supposed to be 'po-litically correct,' '' said Wilma Boddie-Benman, a counselor at the State University of New York's College at Brockport and the head much more scholarly." of NWSA's steering committee.

the NWSA was besieged by chios at and economist all getting together a time when academic programs talking about an interdisciplinary and scholarship in women's studies were flourishing on many campuses. Those observers worried that the NWSA's problems would be misconstrued and used by critics to

lar women's-studies programs.

#### A Critic Attends

One of the group's most outspoken critics was, in fact, in attendance: Christina Hoff Sommers, s philosopher at Clark University who joined the association lest been hurd to spot. Her sister, Louise Hoff, who accompanied her, was wearing Ms. Sommers's name she said. "II's light scholarship." tag. Ms. Hoff explained: "Christi- Siill, she found the conference na had snid some women might be hostile to her being here.")

Ms. Sommers called the meeting disappointing. "I'm stunned by the incredible discrepancy between the mood and tone of this conference and that of other academic conferences.

She added: "Though I admit women's studies can be somewhat different, the difference is too extraordinary and it brings out the worst stereotypes sgainst women-of being somewhat hysteri-

Ms. Sommers complained that she saw little evidence of serious scholarship at the conference, Her opinion was not shared by

"She is flat-out wrong," ssid Evelyn S. Newlyn, an associate ers in similar positions. The same professor of English and director of women's studies at Brockport. "I presented my paper on 14th Century MIddle Cornish dramalic the higgest faction in the NWSA. verse," she sided, explaining that her analysis challenged the tradiher analysis challenged the tradi-tional male-centered interpreta-over 1,700—including non-mem-

"Then, when we can't be all things to all peuple, we're vulnerable."

Ms. Boddie-Beaman was among with giving them ideas about ne Some credited the annual meeting with giving them ideas about new the black women who did not walk teaching methods. "Where else out uf the 1990 conference, could you find an English profes-Some here said it was ironic that sor, a suciologist, u philosopher, approach tu teaching?" said Apri Acmi, sn economist at Nazareth

College of Ruchester. She and others also noted that other disciplinary associations were plagued by their share of poli-

Some come to the annual meeting specifically for the politics and

Amal Kawar, n political scientist at Utsh State University, said she did not believe top scholars in the year. (Ms. Sommers may have field usually attended the meeting. "If you're really taking scholarship seriously, you don't present here," valuable for its discussions on diversity.

Jan M. Rogers, head of North Carolina Stale University's women's center, was frustrated that the discussions had not led to strategies for dealing with problems. She said that a three-hour meeting she attended was taken up by partici- ers in the NWSA-particularly panls introducing themselves and explaining their backgrounds.

#### The Biggest Faction

Fur women who feel isolnted on cs. Mnny in the "women of culur" their campuses because of their disciplines, their ethnicity, or their politics, that kind of "bonding" is why they come. Conferees who teach women's studies at community colleges-a growing trendsaid it was important to meet othwas true for women in eco-feminism, as well as for leshions

Many lesbians believe they are The lesbian caucua's May newslettions of the plays. "You can't get bers." It appears we are the organization!!" il ataled. That perceptio Many others also said they had has caused some problems for oth-

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1990. Ms. Boddic-Beaman, of the

NWSA's steering committee, said

she believed the many competing

Directory of Puarto Risan Proha-mionata Wooking in Institutiona of Higher Education in the Idubel State, compiled by Randon Bosque-Pere-IC enter for Puerto Rican Studies, Higher Education Task Force, Hun-er I ridleg of the City University of New York, 695 Purk Avenne, New York, 695 Purk Avenne, New York 16021; 132 pages; \$23 pa-paid!

paid! Memoirs of an Obsesse Professe, by Pual F. Holler, Jr. (Texas Christian Linversity Process, distributed by Texas A&M Process, College Station, Tex. 7280-75. College Station, Tex. 7280-75. pages; \$24,95, plass 23, 90 or plangt. Continues autobiographical pages by a professor emerities of history at Texas.

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when the association is restructuring itself tu provide a better faram for its other groups. The NWSA is last week made up of about a dozen cancuscaucus complained that this conference had not fully addressed the conflicts that led to the problems in

expectations of the organization would be put to rest with a new constitution approved by member

That was her one goal for the conference. She has another for the NWSA: "If I had my wish, we would stop comparing ourselvest other organizations. We're differ ent. We need to commit to a goals, work in their conclude and celebrate our difference."

WOODSTOCK, CONNECTICUT

#### A Well Positioned Campus in Rural Connecticut,

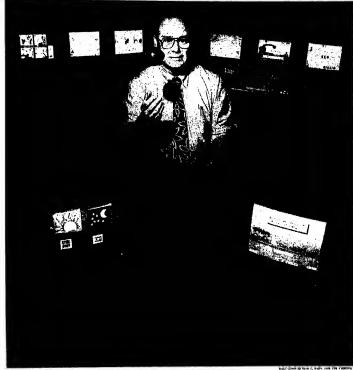
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# **Information Technology**



Thomas F. Rvan: "Our major commitment is to the notion that the computer is a looi in tha classroom—lika chalk, lika a book, lika a dictionary.

# Teachers' Use of Computers Stressed by Education College

Graduates of program at Illinois State U. are expected to know how to apply technology in their lesson planning

By Julie L. Nicklin

WO TRACHER EQUICATORS ARE PINIting the finishing touches on a software package they have developed to help deaf children learn to lip read.

The multimedia package, called "Read My Lips," will let the children read a story about dinosnurs and see a full-motion video on a computer screen. When the students see words they don't know, they can press a key to call up an image of an inmonstrating the correct pronun-

That project is just one example of the work under way with computers at the Illinois State University's College of Education. Over the past few years, the college has taken steps to make sure that the 800 prospective teachers It graduates each year are able to plan lessons that use com-

"Our major commitment is to the notion that the computer la a tool in the classroom-like chalk, like a book, like a dictionary." sava Thomas F. Rvan, the col-

Increasingly, America's schools are Continued on Following Page

## MIT Head Calls for 'Transformation' of Engineering Education

Continued From Preceding Page meet the challenges of "growing internationalism, decreased emphasis on military concerns, increased economic competitivenes on a global scale, dramalically changing demography, and wide spread concern about the quality of education at all levels."

He said engineering education needed to restore a basic focus on design and production and be more closely tied to engineering practice. In addition, he said, engineering students must be taught leader-

#### A Growing Movement

Not all of Mr. Vest's Ideas, as he lumself noted, are original. Indeed, the concepts he discussed are part of a movement that is gaining momentum around the country. His message attracted attention, ever, because of the urgency of the problem and his affiliation with MIT, a lender la the field,

MIT and elsewhere-professors, ministrators, and practicing enwhat is being taught to engineering that emphasized such skills as surstudents, and how. The field is trying to attract atudents who may shun engineering because of its top-heavy math and science requirements. It is also trying to Improve its service to industry, whose leaders have increasingly complained that engineering graduates are not prepared for the kind

of teamwork and problem solving necessary in the workplace. From 1981 to 1991 the number of baccalaureate degrees in engineering awarded by U.S. inatitutions ased by 2 per cent, but the 1991 figure was 18 per cent below the peak reached in 1986. The proportion of Americana and other

permanent residents of the U.S earning such degrees increased slightly over the decade, According to Frank L. Huband,

executive director of the engineering-education society, most obacreers in the field agree that the 30-year-old model of "acience-Over the past several years—at based" engineering education is outmoded. In the 1950's, he said, engiocering education changed gineers have been re-examining from a mostly applied discipline

to a more analytical field that incorporated science, mathematics and, later, computing.

#### A 'Need to Catch Up'

Under the model still in effect, the first two years of an undergraduate engineering program are devoted almost exclusively to math and science, and the last two years

to engineering concepts, he said. "The way engineering is practiced has changed dramatically over the years, and we in education need to catch up," he said.

The most important change, Mr Huband said, involves a better in tegration of math and science with ne concepts of design and produc tion over all four years.

In an interview, Mr. Vest agreed that integration may be the mos critical factor for change.

"I don't want to back off the depth of math, science, and computation," he said. "But they can't be left dangling. They must be integrated into our ability to do real engineering work,"

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In 1981 the former Annimist College was con-

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The town of Whodstuck is centrally located with exceptional access throughout New England. Within

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Program Expects

Teachers to Learn

Use of Computers

Continued From Preceding Page

pressing education programs to produce elementary and second

nry-school teachers who can be

computers as teaching tools, Mar

tinn 95 per cent of the nation's

public schools now have one

more computers, according to a

Assessment. School-reform mor

of technology in instruction A

computers are common in a grow

ing number of homes.

Lagging Teachers

teacher educators say.

tion's teacher-training progress are on the cutting edge of techni

ugy. About 60 per cent offer one

two courses that introduce str

dents to technology or concer-

trate its use in u few areas, he

lilinois State is one of a saul

tion, course work, and research

most pemple ure," says Jerry W

technology at the University of

Houston, who heads the Socie

für Tecknology und Teacher Edi

cation. "A lot of education scho

are just deuling with computer l

In Murch the society, whichis

division of the Association for the

Advancement of Computing in E

ncution, gave Illinois State a m

tional award for "Best Integration

of Technology Into a College of

"That's II stage beyond where

suys, while the remaining 20 pe

ments emphasize the important

port by the Office of Technology

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People came to the Aerial Ro. hotics Competition at the Georgia Institute of Technology's football stadium here expecting to see flying robots built by 15 teams from colleges and universities

But most of the teams never got their robots off the ground.

The teams were supposed to build robots, most of which looked like smull helicopters, that could fly without human intervention. Instead of a person at the controls, computers were supposed to keep the craft aloft and guide them on their missions.

But as spectators waited in 90 degree heat, one robot after another either failed to get off the ground or could be operated only by pilots using remote controls Some of the most unusual designs, including a blimp from Snn Diego State University, were brought to the competition only as exhibits, because the teams involved were unable to solve tech-

#### Only 4 Attempts

Only four of the robots even attempted autonomous flight. Observers were disappointed when those four robots, finally freed from humon control, behaved like drunken, airborn food processors. Instead of locating and moving a test object, the bots wandered about the field aimiessiy, dashed themselves against the AstroTurf, or simply plopped onto the football field, unable to continue

But Robert C. Michelson, a principal research engineer st Georgia Toch's Research Institute, who organized the contest. said the spectators' expectations had been skewed by Hollywood. 'Everybody's seen Star Wars, and everybody thinks that robots are really easy to build," he said. Mr. Michelson said the tesms had accomplished a great many impressive things, and although none of the robots was able to complete the assigned tasks, the competition was not a failure. "This is science," he said. "Scientists make progress by experimenting, seeing whot works best, and what doesn't.

"The government, big corporations, they can't build what we've asked these students to build. It's really hard," he added.

#### Conteat's 2nd Year

This is the second year the contest has been held, and Mr. Michelson said he was confident that next year's entrants would come closer to achieving the goals. He drew a parallel between he colleges' efforta and the challenge to achieve human-powered flight, which atood for decades nally accomplished the tosk in

The competition is sponsored



in Aariai Robotios Competition. Efforts to parform that feat by computer pr

dent. The team scoring the most points wins \$10,000.

Computers control the robots, attempting to maintain stable flight and carry out the mission. Once airborne, some sort of navigational system and sensory devices are needed to guide the robots to a bin containing six metal disks. The metal disks-about three inches across and painted floreseent orange-look like tiny reels used for movie film.

The robots must be able to find on a Hula-Hoop. disk, grab it, fly over a three-

chanies failure prevented the craft from becoming airborne. The judges, who decided to split the \$10,000 prize among three teams, looked not only at flying capability but at a craft's volume and weight, and at the elegance

and innovation of the design. A quirk in scoring gave the best numbers to a team from Georgio Tech, whose entry, "Huln Saulooked a great deal like a 1950's-style electric fin mounted

"That's because it really is a

"The government, big corporations. they can't build what we've asked these students to build. It's really hard."

foot tall barrier, find another bin, and deposit the disk in it. A perfect flight would see a robot complete the procedure with each of the six disks before finally returning to its starting point for a gentle

A team from the Naval Academy, whose robot's guidance system wasn't quite ready in time for the competition, demonstrated how difficult the tasks would be even for n human pliot. Their radio controlled helicopter, operated by a midshipman, swooped and pitched about the competition arena, buffeted by gentie gusts of wind. After several tries, the rig actually managed to grab one of the disks, to cheers from a small crowd. But over the other bin, the craft began swinging sbout as the operator fought for control, and the disk eventually fell from the retrieval mechs-

Most of the 15 teams that origilly entered the contest were unable to compete because of equip-

Huls-Hoop," explained Corey Maye, a member of the team who is studying aerospace engineering and will be s sophomore in the fall. The team bought a broken model airplane for \$30 and spent an additional \$700 installing hightech hardware in an attempt to give the craft aensors and a navigation system. "If we gave out a prize for the least expensive vehicle, they'd win it," said Mr. Michelson. Some of the projects were worth \$20,000, plus the cost of computers and other equipment lent to the teams by their institutions and corporations, he said.

#### 'A Mockery

The awarding of the top score to Hula Saucer brought forth some not-so-sportsmanlike comments from fellow competitors. The craft was launched in the direction of the first bin and crashed nearby, giving little evidence of any control whatsoever. "I guess if I throws rock up in the ment problems. Many transportby the rassourcement of their machines to the stadium autonomous flight, "said a mem-it."

chelson is executive vice-presi- only to find that some sort of me- ber of another team. "I really think this is o mockery of the con-

cent have not taken the first But J. Chris Thumpson, un engineering researcher at Georgia muniber of institutions that are to craft was legitimute and was uning to weave technology through der control nt all times. out teacher-education administra

#### Prize Is Split

The three judges declined to give the full prize to Hula Suncer. citing the fact that no vehicle had accomplished the assigned hisks. Instead, they uwurded \$5,000 to Hula Sancer's team. Another team from Georgia Tech was awarded \$2,000, and a team from the Southern College of Technulogy got \$3,000. Both tenms flew aft that resembled helicopters.

Mr. Michelson said none of the five entrants in last year's competition bad come close, either, but each of them got part of the \$10,000 prize.

to work side by side with comput-

er specialists, electronic engi-

neers, and software designers.

"It taught me how to work with

That was one of the major goals

of the competition, Mr. Michel-

son said. Next year the associa-

tion will sponsor a contest for

botics competition is also expect-

ed to go on, said Mr. Michelson,

who does not think that the tasks

assigned to teams fielding the fly-

ing robots are too difficult, "It's

supposed to be hard. If it's too

ound vehicles. The aerial ro-

ner specialties.

Raymond C. Simon, who will Many teacher educators fe be a senior in mechanical engi-neering at the University of Duythat if technology is not tsught, or is just tought in a few courses, stu ton this fall, said he was not disdents will ace it in isol nted at the poor showing Blending technology throughou made by his team's helicopter. " the curriculum, they say, lets pro lenmed an awful lot doing this," spective teachers see that comp he said. For his entire college caers can become an everyday teach reer, he said, he has worked ing aid.
"We are really struggling will largely with other mechanical engineers. This project forced him

that," says Mr. Imig. "It is abso-lutely essential, because that is what prospective teachers are go ing to have to do in schools."

#### Coat and Rejuctance

So far, tescher-education pro grams have had varying degrees of success in integrating technolog into their curricula. Many programs cannot afford the equipme that would let them make technol ogy a priority. And some profet aors are reluctant to use comput-

Illinois State is working through those problems. The College of Bd ucation began to introduce tech nology piecemeal into its programs in the 1970's. Since the late 1980's, Information Technology

the International Business Machines Corporation has lent the college computer equipment vidned at \$100,000 under a "Try It and Buy It" program and hus donated nearly \$750,000 in hardwace and

The center of computer activity at Illinois State today is Room 532 in DeGarmo Hall. More than tixt personal computers used by professors and udministrators throughout the college are being linked to three minicomputers there to form a network. The network will let people send electronic mail and use more sophisticated oftware. Eventually, equipment in the college's nine computer laboratories will be on the network.

#### Workshope and Granta

Yet many teacher-training pro Several administrators and pro grants produce graduates who are less proficient with technology festors have led the college's move inta technology. To attract othe than their future students, some supporters, the college sponsors nputer workshops and uwnrds David G. Imig. executive dis grants of software and equipment tor of the American Association rofessors who have innovative Colleges for Teacher Education ideas for using technology for in suvs roughly 20 ner cent of the -

> About 80 per cent of the coluse computers in their courses and for administrative work. The reng 20 per eent aren't interest ed or don't see the need, "We can

"Being aware of

the technology and

what it can do

for you is more Important than the

computer you use."

jole, we beg, we bribe, we bent un wedo whatever it takes," says Mr Ryas, the college's dean, "And ultimately, there are some people you are going to ignore.

and the corner in DeCiarna 504 is the Multimedia Development Laboratory, where compute ecialists help professors and stadents create software. That i where Jonquin A. Vila, an assistar professor in the Applied Computer Ahlers, a teacher of the heuring impaired at Thomas Metcalf Elementary School, developed "Read My

Dowastairs, DeGarmo 309 houses the education school's mein computer laboratory, which includes about 55 Apple Macintosh

and ISM and compatible machine. Seventy-two courses require students tu usc software packages arto develop their own instruction-

Last year, Wayne A. Benenson, an assistant professor in the De-partment of Curriculum und Instruction, helped his gruduate stuents create a program to teuch children how to resolve canlicts. To develop the package, the students used a program called \*LinkWey."

Fourth graders who used the interactive package saw on the computer screen a picture of two studeals fighting. To stop the light. the studeots could choose to have the school's principal mediate the dispute or to let the two fighters work out the problem. The users'

selection led to n new set of choices-and so on until the conflict was resolved.

Mr. Benenson says his students had had little training on computers, other than using them as word processors, before they developed the program. Hut after several emirses and field experiences, "they were talking like enmonter

DeGurino 304 houses special audiovisual equipment for research projects. Jeffrey B. Heeht, an assistant professor, uses the equipment to record the progress of a project in which 500 Chicago students are using computers in their homes to improve their newdemic

Across the street from DeGurmo is Fairchild Hull, which has a spe-

cial education laboratory with about 25 computers. Education students use the lab to evaluate softwire and to try out equipment from Illinois State's two laboratory

To help a child with poor museular control, for example, some prospective teachers last year put a switch that would not as a return key into a palai-sized, cloth bag so the child could squeeze the bag to

#### 'We've Opened a Lot of Doors'

"My students have to think through all of this," says Ming-Gon John Lian, a professor in the Department of Specialized Educa-

opened a lot of doors and windows for a lot of possibilities "

The college's computers are of many models, and some are out of for children with disabilities. Often date, Those realities, officials say, the students work with children are a benefit in teacher truining because muny schools in which the students will eventually teach will not have the newest equipment

"It really helps our students to see the diversity of computers," says Murverace Surma, a coordinator of technology transfer. "Being aware of the technology and what it can do for you is more im-

Just a few yards from Fairchild is Metcalf Elementary, and farther down the road is University High School. Both are public institution and Development, "We've tions run by the university as lab-

oratory schools. Every Illinois State education student must log at least 100 hours of observation and experience in the local schools or the laboratory schools. Because the lub schools have computer facilities, the hours students work there are often spent with comput-

This post spring, Rita Fisher, a sixth-grade teacher at Metcalf, had seven education students working with her class on computers. Among other activities, the prospective teachers beloed the students write letters, crente charts, and locate points of longitude and latitude on maps. "I don't wunt the new teachers to be nfraid of teaching with computers " says Ms Fisher. "I want them to feel that they can give it a try."

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■ Primer planned to preserve Ute language

Campus klosks offer electronic information

A group of professors and nts at the University of Colorado at Boutder have volunteered to develop a computer yatem to preserve the language of the Ute Indiana.

William C. Miller, a lecturer in the electrical- and computer-engineering department and the group's technical adviser, says the tribe has provided audiotapes of Ute words together with their English equivalents. The volunteers are copying the tapes in digitized form into an Apple Macintosh computer and using a machine called a scanner to load images that illustrate the words. The Ute words will be linked to corresponding English words and imoges to create an electronic primer.

While about 90 per cent of Utcs over age 55 speak their native tongue, few of those under 25 have even a limited understanding of the language, says Mr. Miller. Consenently, the language is in danger of dying out, he says. Since members of the Ute tribe have access to computers on the reservation, the system can help young people learn the language in school.

Mr. Miller and his colleagues have developed a phonetic alpha bet for the Ute language and written software to enable o computer keyboard to represent those

For more information, contact Mr. Müler, 350 Hopi Place, Boulder, Colo. 80303; (303) 492-0248.

Ball State University has installed 10 electronic kiosks around the campua that offer students, faculty members, and visi-

tors o cornucopia of information. Robert E. Yadon, an associate professor with the Center for Information and Communication Sciences, says the kiosks-bright red boxes that contain a computer monitor-offer passers-by access to maps, university information, and information about sporting and cultural events. "It's like an electronic almanac," he says.

The computers that operate the kiosks are housed in the campus computer center. Informatio flows between the computers and the kiosks through the university's campuswide fiber-optic network The system stores information on optical disks, which give the kinsks the ability to display full-motion video clins

"For instance, when you ask for sports scores, we display highlights from last season on the monior," soys Mr. Yadon.

Eventually, he soys, the kiosks will be equipped with cord readers that will let users do such things as vote in campus elections, and with printers that will give out maps, receipts, or coupons. "The klosks sren't just built for today; they're built for tomorrow. It's a matter of moving information to people and not the other way around," Mr.

For more information, contac Mr. Yadon, Ball Stote University 213 Ball Building, Muncie, Ind. 47306; (317) 285-1515.

-OAVIO L. WILSON

Briefly Noted

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InfoTech Services



The antitrust trial of the Massachusetts trastitute of Technology formally sturted last week in federal district court in Philadelphia.

The trial stemmed from a two-

year investigation by the Justice partment of the Overlan Group. 23 private colleges that, prior to the obe, met annually to compare the aid packages of students a more than one member institution. The cight Ivy Lengue members of

Overlap signed u consent decree with the Justice Department, sgreeing to abandon participation in the group. But MIT rejected the ent and so must stand trial Bruce Pearson, a Justice

Department lawyer, opened the ment's case by describing the billions of dollars Overlan Group members have in their endowments and mocking the claim of Overlar institutions that they needed to cooperate to provide financial aid to their students.

"Necessity was not the mother of the Overlan Group," he said. Thane D. Scatt, MII's lawyer. countered that the Overlan Groun was "an act of charity" designed by colleges to "improve the community" by providing students with us much aid as possible. The trial is expected to run

The man who is leading the opposition to North Carolina's efforts to regulate Bible colleges has been arrested,

through next week.

der and president of the Curolina University of Thendagy, was charged with chenting Kentucky's phyment insurance system of \$417. He was released on a \$1,000

The university, which occupies the fellowship hall of a Chamerto Beptist church, is umong a hamiful of Bible enlieges being criticized for awarding oncarned degrees and offering secular programs without approval of the University of North Carolina system (The Chronicle,

Bible colleges are exempt from the state's licensing requirements but they must be licensed to offer secular courses

Mr. Thompson was arrested more than o year after his indictmen for allegedly making false statements knowingly to chiain unemployment benefits over \$100. relation could carry a sentence of one to five years in jail.

Mr. Thompson admitted to cashing the unemployment check. but said it was a mistake. He said the money had been repaid and the case dropped. But Jim Gildersleeve, court administrator for the Women's court administrator for the Werren Circuit Court in Kentucky, said that the case was still open and that Mr. Thompson would be expected to appear in court in August, when a trial date will be

Meanwhile, the scrutiny of Mr. Thompson's college by the North Carolina Attorney General

## **Government & Politics**

# Campus 'Hate Speech' Codes in Doubt After High Court Rejects a City Ordinance

Decision bars banning specific 'fighting words'

By SCOTT IASCHIK

A Supreme Court ruling last week cast doubt on the legality of "hate speech" codes at public colleges and universities. The decision said it was unconstitutional for public entities to bun specific kinds of "fighting words" without bunning all such speech.

Fighting words ore forms of speech that inflict injury or incite immediate

Many university speech codes are based on the legal concept that fighting words do not merit the same First Aniendment protection as other forms of speech. Many endes bur lighting words that muy be meist, sexist, or lannaphabic-specific categories of speech that the ruling would make it illead to single out for sunctions.

Specifically, the Supreme Court overturned a St. Paul city antinance on hate speech. Public colleges are generally held to the same standards as cities and states on matters of free speech.

Federal and state courts have granted private colleges much more leeway in regulating speech im their cantouses, so last week's recision was not expectedlegally-to limit speech codes at private institutions, However, some private-cullege officials said they wanted their crates to meet the same standards as those out public campuses, and a hill in Contgress would force them to do just that. Hence, many private colleges are also expected to

Cross Burning in St. Paul

The St. Paul law mule it a mistlemeanor tu hum enisses or place swestikus un public or private property. In 1990 Robert A. Viktura was charged with violating the ordinance when the pulice say he participated in a cross hurning at the home of n black family. A state district court dismissed the case un the grounds that the St. Paul inw violated the right to free expression guar anteed by the First Amendment.

Last year the Minnesota Supreme Court reversed that decision, calling a cross burning "an unmistakuhle symbol of violence and hatred," and citing "the responsibility, even the obligation, of diverse communities to confront such notions."

The Minnesota Civil Liberties Union appealed the case to the U.S. Supreme Court un behalf of Mr. Viktorn. In doing so, the group cited the growth of speech codes at colleges-a trend it called "reverse intolerance against unpopular opinion"-as one reason to strike down the St. Poul law.

Last week's Supreme Court vote against the St. Paul law was unanimous, but the



Elsa Kirchor Colo, general cosasel for the U. of Michigan, is concarned that its Interior spaech code which prohibits throats based on race. icity, sox, and rollgion, may violate the ruling.

instices were sharply divided on their reusons for throwing out the ordinance. Justice Autonin Scalin, writing for the majority, said the St. Paul law amounted to lilegal favoritism for some kinds of speech as appused to others, since it specified the kinds of offensive speech it bunned.

He acknowledged that federal courts had granted governments the right to limit speech, but he said such limits could not be selective, based on content. Cumparing fighting words to a sound truck, he said that while communities could limit the right of a sound truck to make noise in the streets, they could not impose limits based on what message the sound track was sending out.

"The government may not regulate use based on hostility-or favoritism-toward the underlying message expressed," the

'Disfavored Subjects'

Noting that the St. Paul law did not mention fighling words that would apply to people based on their political affiliation, union membership, or homosexuality. Justice Scalio wrote: "The First Amendment does not permit St. Paul to impose special prohibitions on those speakers who express views on disfavored subjects."

He also soid that St. Paul did not have a "compelling interest" for its law because it could have banned all fighting words or brought other charges against cross burners. Justice Scalia wrote: "Let there be no mistake about our bellef that burning a cross in someone's front yard is reprehensible. But St. Paul has sufficient means at its disposal to prevent such behavior without adding the First Amendment to the fire '

Justice Scalia was joined in his decision by Chief Justice William H Rehnquist and Justices Anthony M. Kennedy, David H. Sonter, and Clarence Thumus. The other four justices-Harry A. Blackmun, Sundra Day O'Cunner, John Puul Steveos. and Byron R. White-wrote three concurring opinions.

Those opinions said the St. Paul law was too broad to nect First Amendment standards. But they rejected Justice Scaliu's approach, which they said was dangerous in that it would allow governments to bun more speech by regulating all fighting

Justice Blackman wrote: "I fear that the Court has been distructed from its proper mission by the templation to decide the issue over 'politically correct speech' and 'cultural diversity,' neither of which is presented

Legal experts had a variety of opinjous on how the decision would pluy

out at public colleges. Mark R. Anfio-, a lawyer who represented the Minnesofu Civil Liberties Union in the case, said: "There's an doubt in my mind that the public cumpus will feel the greatest impact of this decision. It improceed that the ordinames came out of a city, but the real batticground un this issue has been on cum-

Mr. Aufinson udded: "This turns most of the compas cudes into humburger,

Civil-liberties groups, he said, "now have a very powerful tool to go onto campus und examine the lunguage of these codes and to demand changes if they vio-Inte the First Amendment.

'All of Them Are Now Vulnerable'

Mark G. Yudof, dean of the low school at the University of Texas at Austin, said: "I've read dozens of these speech codes, and almost all of them are now volnera

Elsa Kircher Cole, general counsel for the University of Michigan, sald she was concerned that an interim speech code in effect there might violate the ruling. The Michigan policy, adopted after an earlier rule was thrown out by a federal district court, prohibits threats based on race, eth-

oicity, sex, and religion. I think we'll now have to go back to talking about general harassment, threats in general, and physical harm in general, and we'll have to very carefully word anything that goes beyond that," Ms. Cole

What I'm hearing from the Court is

"This turns most of the campus codes into hamburger."

### Education Agency Working on Changes n Its Management of U.S. Student Aid

By THOMAS J. DeLOUGHRY

More than a year after acknowldging serious shortcomings in its nunagement of federal student-aid rograms, the Education Departent is working on reforms. But rities and ugency officials agree hat the process has only begun. The department has released a

an for reorganizing its studentid operations, hired special invesigalors to review loan-guarantee gencies, and sought proposals for ase. But the ogency continues to e plagued by revelations of how nuch it does not know about the 20-billion a year in federal funds nd bank loans that it is supposed тападе.

The quality of the department's work will become more and more mportant to many colleges in the iext few years as it carries out ongress's plan to bring down the 3.4-billion cost of student-loan deaults by ejecting hondreds of trade chools and colleges from the loon

A 1990 law says that institutions with student-loan default rates bove 35 per cent for three conseche loan programs. Each annual

letal-tissoe-transplant research using tissue from induced abor-

The House of Representatives

failed last week to override Presi-

dent Bush's veto of a bill that

would have lifted the ban.

According to a Senate source, both the House and Senate will

soon consider new bills that would

ift the ban in a yeor if the Presi-

dent's proposed fetal-tissue bank

failed to deliver adequate supplies

The President has ordered the

National Institutes of Health to

Many researchers question the

that tissue from those sources is

included in a bill that would reau-

searchers, who say that transplant-

ing tissue from abortions could be

important in daveloping treatments

osing the tlasue for transpiantation

our nation's deoply held beliefs."

es can charge the

for many afflictions. Mr. Bush said in a statement that

tutes of Health for five yeara.

regnancies and miscarriages.

rate reflects the proportion of borrowers who were due to begin repaying their loans that year who did not. This year, the department identified 179 colleges and trade schools that had exceeded the default rate for three years and removed 138 of them from the pro-

Department officials expect to proceed against an additional 300 to 500, beginning this month, when new default rates are issued. Next year, when the cut-off rate drops to 30 per cent, as many aa 2,000 insti-

#### **Escalating Defaults**

The same concerns obout esca-lating defaults that led Congress to create the cutoff system in 1990 caused lawmakers and others to question the Education Department's management. Congressional investigators and a few newspawhich unscriptions trade-school owners had qualified for and coilected millions of dollars in student grants and toans, even though they provided low-quality education that did not prepare students for

In April 1991 the Bush Administration agreed that it had not been

overhead expenses takes effect

this week for many colleges and

Federal officials have estimated

that the change will reduce the pay-

ments some major universities re-

ceive for the overhead costs of fed-

erally-finenced research, at least in

the ahort run, by a total of as much

WASHINGTON UPDATE

W Veto prevails over bill to lift fetal-tissue ban

■ New limit begins on indirect research costs

A ban on federal support of government for administrative-



Sen. Tom Harkin: The plan is an example of the nt's fallure to koop promises of reform



prevent defaulture from gatting naw loans.

paying enough attention to institujoint report by the Education Defice of Management and Budget

Improve its oversight of guar-

antee agencies: ■ Strengthen its rules governing state licensing, private accredita-

a Upgrade its data systems and financial records.

More ihan 14 months later, Ger-

ald R. Riso, Deputy Assistant Secreinry for student financial assistance, acknowledged that mnny problems remain. "I would not want, in ony way, people to think view last month after he announced plans to resign this month to accept a post at the Department

The new paticy prohibits oniversities from chorging a rate above 26 per cent for the administrative portion of overhead costs. That's vears." he said.

close to the average rate for major institutions, according to the While House Office of Management and

create a grant program to set up banks for fetal tissue from ectopic The change takes effect at the beginning of each university's new fiscal year, which is this month for sibility of the banks. They say

More than half of the ton 100 re extremely difficult to procure and cipients of federal research and deis often ganetically abnormal.

The provision to lift the ban was pment money will lose over head payments order the new pollhigher rates than that with the gov thorize parts of the National Instiernment in the past, based on their calculations of their actual costs. Overturning the moratorium has been a major goal of biomedical re-

The University of Michigan, for axample, would be one of the big-

about 34.5 per cent. The new limit would reduce its overhead reimbursements by about \$8.5-million in the coming year.

A rate of 26 per cent will mean universities can charge no more than 26 cents in administrative overhead for any dollar they re-A fedaral limit on the rate ceive for the direct costs of research.

partment and the White House Of-Reorganize and enlarge its stu-

dent-aid office;

tion, and federal certification of institutions that receive federal aid;

of Housing and Urban Develop-

"Some things were double early on, some will take six to seven months, and some will take four

In Federal Agencies

Adult education. The Education Department has issued final regu

Department has issued final regulo-tions that amend existing regulations governing adult education and litera-ey programs (Federal Register, June 5, Pages 24,084-109).

5, Pages 24,084-109).
Coal reseasesh. The Energy Department has proposed rules to revise or climates earlial progress in the Office of Fossil Beergy, including the Lulevralty Coal Research Lutoratories Program. Comment sust to received by July 20 Federal Register, June 19, Pages 27,495-291.

June 19, Figur 77, 195-297.

June 19, Figur 77, 195-297.

Disabled werbores. The Education Department hm issued than length-into in amend the State Supported the Control of the Control o

officials of the department with

Many outside observers credit

**WASHINGTON ALMANAC** 

tions that were qualifying for aid. A cleaning up the aid programs, but the observers note that the process has only begun, "There seems to be an effort to make the truins run on time," said A. Dallas Martin, Jr., president of the Nutional Associntion of Student Finnnein Aid Administrators. "But we think there's a lot more to be done."

Mr. Martin snid department officials had become less confrontational in the last six months when they've had dispotes with campos gid officers over audits or reviews of their programs. He said the offiadmit that they'd made mistukes.

'More Open and Honest'

"All of these are positive signnis," ho snid. Mr. Riso, the Denuty Assistant

Secretary, said one important insent in the past year had been the hiring of new emplayees with valuable experience in tinonce. The atudent-nid office expects to add 75 people to its staff of 1,000 by the end of the year-half the number recommended in the ома report. Mr. Riso blames Congresa for not providing the money to hire more people.

He credits the new staff mem-

24 (Federal Register, June 24, Pages 28,137-42).

24 (Federal Register, June 24, Pages 24, 137-42). Protein Register, The Education Freedings pandisidate. The Education Freedings pandisidate. The Education Freedings are provided as Program, a part of the Higher Education Act in the Working Ferford and preserve periodicals published outside the United States (Federal Register, June 12, Pages 24, 533-37). Actional Search States and Present S

Volumes' benefits. The Veteras s Affinirs Department has proposed a rule that would require employers

demonstrating more interest in bers' experience, his own leadership, und that of Carolynn Reid-Wallace, Assistant Secretary for postsceondary education, with making the student-uid office more pusi, he said, too many stuff mem-bers had come to view themselves 'victims" of the problems in the

aid programs.
"What these folks needed was some stability and some sense of 'Here's the jub and now go shead and do it and I'll back you," he

Mr. Riso said the department's hiring of special investigators to assess the health of guarantee agencies, and his cluser contact with agency heads, had given him more confidence in the student-loan system. "We have dramatically improved our enpacity to monitor the performance of suprantee agen cies," he said, udding that he would give the guarantec-agency system a 9 on a scule of I to 10, up from a 7 one year ago.

He added that the department

had also complied with several othrecommendations by sending Congress suggestions on how to tighten the system of licensing colleges and trade schools.

OMB's recommendation that the

Irniaing veterans under the Veterans'
Job Trainiag Act to certify, no later
than September 30, 1993, the aumber
of hours worked by the employees.
Comments must be received by July
9 (Federal Register, June 9, Page
24,447.)

New Bills in Congress

Copies of hills may be obtained from Representatives (Washington 20515) or Senotors (Washington

HOUSE OF REPRESENTATIVES

Agricultural education. HR 5345 would make community colleges eli-alble to participate in a competitive federal grant program for food- and agricultural-sciences education. By

agricultural: sciences education. By Representative Hughes (D.N.J.). Blomedical research. In 5381 would authorize the establishment of five conters for research into health concerns of middle-nged women. By Representative Lloyd (D-Tenn.) and



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Mélange

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**Bulletin Board B7-39** 

THE CHRONICLE OF HIGHER EDUCATION

**Section 2** 

**Why Do Academics Continue to Insist** on 'Proper' English? By Dennis Buron AUSE I'm the only linguist in my English department und since I deliver regular pronouncements on the state of the English language for the local public-ratio affiliate, I catch most of the quesilons and examplalitis about granimar called in to the English department by university employees, concerned chizens, and the occasional state legislative aide. Must of their queries have to all with pince. ment of common, capitalization, or the proper use of that and which. Those are not momentous issues, but they are imporJuly 1, 1992

high school. The editor's concern about her secretaries' use of language makes me wonder why diversity in linglish remains so unacceptable in this era of "political correctness in academe. My caller's reaction to "they was" and other examples of what is generally diagnoved or non-standard English is not surprising, but it seems inconsisten with other liberal attitudes.

Recently I fielded a call from a seniur

editor at a university press who wanted in

know why her secretaries couldn't or

wouldn't use proper linglish when they

spoke on the telephone. What especially

irked her was their insistence on suying

"they was." The editor was alarmed that

they were not learning correct English in

tant to the callers.

For example, the university press for which the editor works, like many other presses, publishes its share of books concerning politically correct and culturally diverse topics. But few of those works deal explicitly with linguistic variety and language change. Had the editor known anything about sociolinguistics, the study of the ways gender, class, and other social variables affect ose of language and allitudes toward it, she might have understood her secretaries" reluctance or their inability to use standard English on the tele-

ation from it is considered impersonal or rude. Furthermore, I'd guess they have little incentive to change their way of speech: Using "proper" English would not improve their job statua or thair pay, and they would probably feel uncomfortably pretentious. But my concern is not so much why the secretaries speak as they do or how to change their behavior, but rather why this kind of language use so acroys

Why is tinguistic diversity not one of the Continued on Pollowing Page

ODINITONI



# of tissue to researchers.

The Causes of Urban Revolts; the Prospects

for Fiction; a Book Instead of a Sex Change

# Why Do Colleges Continue to Insist on 'Proper' English?

Continued From Preceding Page

diversities that academe has chosen to honor as it continues to broaden its curricoln and perspectives? Educators (and editors) frequently cutegorize people who say 'they was" or "she don't" as linguistical ly impovarished, socially deprived, educationally backward, and only marginally employable. But of course this isn't necessarily so. I know lots of people who use these stigmatized forms of English who make more money than most academics.

Even as we eclehrate cultural difference in American history, society, and literature, we fear sad reject diversity in the American language, where "correctness" and standardization remnin the academic goals. It's fice to explode the canon and rewrite the syllobus in the nume of cultural pluralism ur to restructure the classroom o accommodate the different learning styles of students. It's even acceptable now in most disciplines to "rewrite" stan-

E WENTS IN THE PAST WEEKS have un-

tention once again levels of racial and

ethnic divisiveness and degrees of eco-

nomic atratification, social disparity.

and polarization largely ignored by na-

tional dialogue, the medis, and official

The central question is not why did

the massive, urban civil rebellion of Los

Angeles-and those of other urban cen-

ters-occur, but why did these events

estch so many by surprise? And why

dld it take so long-almost three dec-

ndes-for the violence, destructive-

ness, and brutality that daily victimize

the lives of people living in America's

ianer cities to once again be directed

outward? . . . By almost every major

socioeconomic indicator, conditiona in

Watts and other central cities across

America are far worse than they were

prior to the Watts riot of 1965-and the

whole spate of massive urban revolts

It is easential that the questions, the

national dialogue, and the policy re-

sponses go to the heart of-and stay

focused upon-the essential, underly-

ing structural and Institutional causes.

Tragically, this does not appear to be

bappening. Instead, we are witnessing n

parade of classic and absurd gestures of

executive director of the University

of Oklohoma's Southwest Center

ot its onnual national conference

THE PURITANS and their descen-

dants did produce a literature, and,

in a few stories by Nathaniel Haw-

thome, even bits of a great literature.

An even better literature was created by

Southern writers, from the era of Poe

and Twaia down to the era of Faulkner.

Perey, and Welty. What both literary

community identity. Hawthorne did not

traditions have in common is a sense of

for Humon Relotions Studies,

on rociol and ethnic relations

-Maggie Abadu,

In higher education

policiea for decades. . . .

dard English to make it more fair in matters of race, geader, age, and ethnicity. But it still borders on the unethical to sllow stodents to practice linguistic diversity unehceked. Let's face it: Most English instructors believe that failing ts enforce language standards could cost them their

OT TO WORAY, THOUGH: Despite their minimal training in grammar and the usage and history of language, most English teschers warm to the task of serving as Isnguage police. Even the most politically enlightened literature instructors join their more conservative counterparts in complaining about students' psor command at English. By this they usually mean not an insbility to reason eogently or marshal evidence in an srgument, but poor spelling, apparently ranm punctuation, inappropriate diction and idiom, limited vscabulary, and incon-

have to invent the moral and spiritual

universe of "Young Goodman Brown"

as Tolkien, for example, invented Mid-

dle Earth. Hawthorne and Faulkner

were both trying to make sense of

worlds that already existed, worlds

with their own moral and social cades,

their own aesthetic instincts. For such

writers, fiction is free to be fiction, be-

cause they are writing for readers who

understand their language. In such a

sistent application of standard conventions for writing footnotes. Although students have certain nendem-

rights, language rights are not among them. And while instructors nuw think twice about denying the validity or value of the personal histories that students hring with them to class, deconstructionists who encourage a playfulness with langusge-draw the line at solecism that is not self-reflexively ironic. Even radical Marxists and Freudians don't hesitate to invalidate the language that students use to express their highly personal and culturally diverse experiences.

Forthermore, many otherwise enlightened instructors still insist that three spelling errors or a slip in grammatical agreement means a failing paper. Red ink remains the rule, not the exception, the rationale most often being that non-standard language gets in the way of logic and argumentation. But that is true only if readers and listeners let it be true.

For example, in Isnguage as well as in mathematics, double negatives form positives only in certain limited instances. A "not unkind remark" is almost—but often not quite-a kind one. It is true that multiplying two negative numbers results in a positive one. However, when you add two negative numbers the result is an even greater negative. Similarly, in most cases multiple negation servea as an intensifier. "They don't like no grammarisna," while non-standard, cannot normally be interpreted as a positive. Also, ita meaning is

Putting it bluntly, upon close examina-

through the inappropriate splitting of atoms, not infinitivea; through international discord, not subject-verb disagreements

Nunctheless, "they was," "aia't," dos ble negntives, and similarly stigmatized constructions continue to evoke negative responses and cause concern. And just as predictably, people continue their nosstundard usage; language doesn't readly change in response to top-down stoctures. If it did, teachers and editors wouldn't have to keep repenting themselves.

HEN I RECALL the linguist James
Sledd's assertion some year ago that not everyone might flad standard English as attractive as academics seem to, I wonder whether education ought to involve enforcement of language standards at sil. Not because I have any thing against standard English: The existence of standards and the debate that surrounds them are as natural as the existence of linguistic diversity. My point is that standards and diversity are essential and both need the attention of the academy.

ironically, the enforcement of language atsndards frequently tends to backfire, producing diversity where uniformity was intended. Students, convinced that the words that they normally want to use are probably wrong, make new mistakes as they try to avoid their instructors' censure. This in turn increnses the case load of the

Even so, I doubt that language diversity will become politically correct is academe in the near future. English teachers ding tenaciously to the gatekeeping function served by the proper use of language. Further, when queried, most parents, whetever variety of language they use, want their children to learn "good" Esglish (or

"Upon close examination standard English is a myth or, at best, an

speak not of World English but of World

Englishes. That is all the more reason to

respect linguistic diversity; to treat it as the

incorrectly linked to a decline in intellec-

tusi slandards. Unbending supporters of

standard English inslet that without co-

forced measures of correctness, language

will decay, communication will break

down, and civilization us we know it will

disappear. Literacy, already imperiled,

will deteriorate even further. And acores

But, although warnings that linguistic di-

versity will produce cultural decay have

been baodied about for centuries now, va-

riety in language is a sign of health rather

than disease. Language dies act when it is misused, but when it is silenced. It is more

likely that English will meet its end

on standardized tests will plummet.

The use of non-simulard English is often

expected, not the exception.



community, the writer's task is to discover, not to create, mesning. Good fiction . . . almost always has s moral element, even a message, if only because one cannot describe the facts imperfect and vague set of human life without passing some kind of rules of etiquette." of judgment. But moral judgment concerns a community's sense of itself more than it does individual understanding. Sadly, America today has na tion stondard English is a myth or, at best, such senae of itself; ours is a nation that has turned its back on its flesh-and-

a few lines, ripped out of context, of Lincoln and Jefferson. Under these circumstances, there are no prospects for American fiction, because there is no America, no commumity stretching across the continent and down through the centuries that can spawn s generation of writers willing to work within (as opposed to working against) a specifically American tradi--Thomos Fleming, cditor

blood traditions and replaced them with

of Chronicles: A Magazine of American Culture, in the spring issue of The Responsive Community

THANK GOO I didn't hear about the carly sex-change operations when I was growing up in America. If I had, I would have become obsessed and convinced that I was a man born into a woman's body. I ended up writing a book instead of undergoing a sex

-Camille Poglia, professor of humanities of the University of the Arts (Philadelphio). in the June 11-14 issue of The European newspoper

French or Spanish or Japanese 1 is school an imperfect and vague set of rules of eti-And people still carry with them the notion quette that many of us try to follow in our that in matters of language, there is just own haphazerd way. The truth is that lanone right way of speaking and writing. So guage varies, whether we like it or not. Not atrong is linguiatic insecurity that when I only does English usage vary at the offices ask my studenta-who have been practic of a Midwestern university press, but it also varies in the United States, in other ing their language skills for 18 to 30 or more years-whether they feel thoy use lan-English-speaking countries, and in the rest guage well, most say no, they could do of the world where Esglish serves as a lingus franca. Recognizing this diversity, many language axperts have begun to

So, what advice did I give my caller, who wanted her employees to uso standard language? Although I'm not sure that a behavioral approach to language change would help, my advice to the editor was to call her secretaries assistant editors.

Since language generally conforms itself to situation and because "editor" carries more formality and prestige than "secretary," perhaps a title change would elicit the desired linguistic response. That would probably work, though, only if the renamed editors also took on editorial responsibilities. What I am sure of is that as difficult as it is to turn "they was" into "they were," it is just as difficult to convince teachers and editors that subjectverb discord is not pathological.

Dennis Baron is professor of English and linguistics and director of freshman rhetoric ot the University of Illinois at UrbanaLETTERS TO THE EDITOR

### Treating Scholarly Articles as Valuable Commodities

OPINION

OPINION

TO THE EDITOS: "Scholarly Articles: Valuable "Schalarly Afficies: Valuable Commodities for Universities," by Sooil Bennett and Ninn Mathesan Opinion, May 27), Involves a hust of problems. Should universities collect t of the consulting fees of their Should universities claim the No-

beinze money of their faculty nembers? Should the earnings of faculty and administrators from cor-

in "managing" copyrights on facmy writing, might universities en-exerge faculty to write only on "hat" or newsworthy tspics where there is money to be garnered? Would research become journalism? Would qualas have to be filled snnually? Managing may not be always in the faculty's Interest. . .

ce suggests that scholarly in the social sciences exercise great liberality in their policies ssion to reprint. The Ameria Journal of Economics and Sacielegy invariably gives permission to authors to reprint for class use, tust inmost other cases as well, especialthose that involve arm-profit in stitions and organizations

Not all faculty are gifted authors. Some are not writing in their autive language. Many have great difficulits in preparing proper "couners resty" copy. Co-authors may leave men needed tidying up to cach other-in other words, ondone. The Circulate article contains no ucknowledgment of the amount of work and skill put late "scholarly contributious" by the staffs of the journeds. which might be a justification of some analicamings being due them. There is great variation in the uncount of rewriting journals die, tent what they do is vital to the production of

he articles printed. Referees also significantly contribsie to making as article worth pulclishing. This academic courtesy usually gels some acknowledgment mit nully in a published list in a junious). It is hoped that their employing insti-lations regard this as good publicity and an attestation to the high stand-

ing the referees accury in their fields. If they are cewarded by their institutions, one easts are, nethurs, reimbursed many times over by grants, research funds, enhanced size and quality of student curulments, and the willingness of good faculty to come and to stay at these institu-

That these collateral henefits are understand by universities is shown by their willingness to provide secretarial help, space, conjument, and supplies to resident journals, and resed time to their editors.

It is rure, but some nuthers covertty, or in the insucence of youth, make multiple submissions, or try to



engage in doplicative publication of essentially the same material, Journal editors need the copyrights in crder to know they are getting new material. 'fley to not want to waste space and time, nor to be told by aned a previous copyright on the same material.

Buthermore the suggestion that decreasing the number of library sulscriptions to ignimits (particularly non-profit and even subsidized ones does me seem like a gual way tu increase the production and dis nation of knowledge. Paculties hencfit from the existence of journals and they, in turn, need subscription in-

In many cases the eurnings of the



"Class, who can tell me whot Mr. Billingsley did wrong, n addition to majoring in this discipline?

sucintions and help defer other expenses such as annual meetings and other member services. Some jour nids have student subscript give-away prices. Most social-sci ence journals have quite modest subscription rates. . . .

Yes, there are some autrageon examples of profiteering by journal publishers. This needs combating b a selective, rather than a general, po icy, particularly one that may lead universities to dietate research interests to their faculties.

FRANK C. GENOVESE Editor in Chief

То тне Ештов:

In their essny, . . . Scott Bennett and Nina Matheson misinterpret cur rent copyright law. Scholarly articles produced by individual faculty memenunt be considered work nude for hire, Under Section 10t of the Copyright Act of 1976, a work can only be considered as made for hire under one of two conditions; (1) a work prepared by an employed within the scope of his or her employment, and (2) o specially curim

signed work within a specified list of

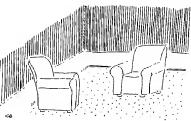
Most scholarly articles by professurs will fit neither definition. Universitles typically do nat commission a professor to write a particular arti cle, nor do schidarly articles normal-ly lit within the specified categories required fur made-for-hire designa tion us a commissioned work. Similarly, the articles are nut written within the scope of employment, us the U.S. Supreme Cunrt has defined

With the typical schularly article, the professor concaives of, research writes, and murkets the work without any involvement ky school, except for the fact that the professor may utilize ecrtain oniversity fucilities such as the library or nst ensugh to designate the work as made for hire. While cach publication may reflect an the general qual romotion, tenure, and merit-pay purposes, the university exerts no control over any individual article.

What Bennett and Mathesan are really suggesting is that university professors assign all their rights in their articles to the schools. While this would benefit the institutions, it would do little for the faculty. Blanket assignment of rights would result In professors' giving up control of their own work prior to their even

A far better course would be for professors to retain the right to nego-tiate their own deals, but to become more aware of what they are giving up when contracting with journals. Unfortunately, this does not often happen, as Bennett's and Matheson's example of the professor who could not get permission to distribute copies of his article to his students

sense under copyright law, as there is no provision in the Copyright Act to allow an author to recapture rights previously ussigned away by "un-publishing" the article. Bennett and ACEDEMIC



OF PHILOSOPHY CORNERS

THE CHAIR OF THE SCIENCES

Matheson don't mention exactly what rights this professor signed nway. If he gave up all rights to the article, as is often the ease, the distribution of photocopies of the professur's own typescript would amount to the same violation as a distribution of photocupies of the article frum the iournal (However, a pood preument could be made that both situations are allowable as fair use )

The only way that photocupying the professor's own typescript would make a difference is if the journal's copyright extended only to the loyout and other essnetic features ere by the journal rather thon to the artiele itself. In such a scenorio there would be so difference in whether the professor or the school held the canvelent for the orticls, as the jouraal's cupyright would still cover these features "nuthored" by the ioomal. In other words, assigning the professor's rights to the school wanted not have sided him at all.

If, however, the professur had kent the right to photocopy the nrticle and distribute the copies students, his problem could have been nvolded.

Cantracts with publishers are negotiable. Faculty authors should maks sore they retain whatever rights to their scholarship they feel are necessary for their teaching. This practice would require professors to become familiar with their vorious

ALLEN LICUITENSTEIN
Altornsy-st-Law
Part-Time instructor of Communication
University of Neveds at Las Vegas

#### Liucoln U. denies link between testimony, 'gift'

To THE EDITOR: 1 sm writing in reference to your June 24 article on the allegation by Block Issues in Higher Education that Lincoln University was promised n "generous gift" in retorn for my testimony on behalf of Clarence Thomas for the Supreme Court ("Publication links donation to testimony," In Brief).

From the time the Black Issues rerter first contacted me, he seemed more intent on corroborating rumors than pursuing facts. I told him that Elena Yee was introduced to me by Armstrong Williams, whose public-relations firm had been retained by Lincoln in August 1990 to help us

identify potential donors for our capi-

In the late spring of 1991. Mr. Wil-Yee, whom he introduced as an ambassador-at-large and heir to the Eli Lilly estate. In a letter to me dated June 18, 1991, before Justice Thor-good Morshall's resignation from the Supreme Court, Williams mentioned his contact with Ambass Lincoln's behalf. My first letter to Yee, on Jone 28, 1991, preceded the customics of Clarence Thomas. This simple chronology should have truted that there was no conacction between my support of Thomas and my contact with Elena Yee. But confrunted with this evidenec. Black Issues came up with the 'theory' that a ''deal' huw struck even before Thomas was

Neither the Black Issues reporter nor his "saurces" at Lincoln pro-doced one shred of evidence or infurmotion to support their inbriented story. In fact, when resi-life events did not conform to the story, they just added another twist. Thus, when Ambassadur Yeo's gift did not materialize right after her visit to the cam nus, as suggested by the original ver deal." these sources claimed that Elens Yee had "dissppeared," lcav-ing ms "duped," in fact, I told Black Issues that I met with Elena Yee in March and April 1992 and was in contact with her by telephone and by letters during the period when she sup-posedty had "disappeared."

It is noteworthy that the Black Issues reporter made no effort to get say information from the university's records during the time he was Continued on Page B6

> The large volume of letters to the editor of The Chronicle prompts this suppestion: slble, to 500 words. In the competition for space, short letters must sometimes be given preference, Letters

Send them to: Letters to the Editor, The Chronicle of Higher Education, 1255 23rd Street, N.W., Washington 20037. Please include a daytime telephone number.



#### SPECIAL COLLECTION

# Arctic Studies at Bowdoin



During the 1909 expedition, Inuit used a store invented by Robert E. Peary to melt snow. Peary buasted that the store could produce boiling water for tea in only 10 vinutes.

#### By Zoë Ingulls

INDISSURE, MI.

The FOLAR MIARS are washed in an active green fight that causes their eyes to glitter. A quick double take, and it becomes clear that the samblanes of life in the creatines was typiled by a taking it. And the green light, it turns out, is put of a eight-dimes occurity asystem.

The polar bears and their companions—musk oven to left seals and walmose to the right—are run mugal stop a deep shelf that runs the width of the Penry-Mexidian Article Museum on the cumpus of liverion College. They are a conspictioney part of a wide-runging stommat of oddities and treasures that make up the college's Article collection; natural-bi-bioty specialiens, safety, equipment, drawings, thuries, correspondence, thus, and photographs to divert museum-guers and

egge scholars.

The Arctic collection is divided between Browdsin's assess and library and is complemented—und squary segmented—by the college's Arctic Studies Ceater, which promotes education and research efforts.

Bowdon College is a notural repository for a soluction on the Arctie, according to Susan A. Koplan, decior of the museum and the center. Bowdoin has a bitary of Arctie exploration and research that began in 180, when Paul A. Chadbourne, a professor of demaitry and natural history land later the president of Williams College), took 20 students on a voyage along the coasts of Labrador and Greenland.

Other microscopic and the names of sack animal streams of sack animal and animal sack anim

Persy shelf assistant on the 1909 expedition was Doudd B. MacMillan, Bowdoin class of 1899. MacMillan, Bowdoin class of 1899. MacMillan himself later led more than 28 expeditions to the Arciae working with Riehard E. Byrd, Pionester the puse of alreraft in Arcite exploration.

Properties the use of aircraft in Arctic exploration.
Guiding a visitor through the museum, the curator.
Straid F. Bigelow, says that in Peary's day the pole
was an excite, tantalizing unknown: "People knew less

about the North Pole than we did about the moon in the 1960's."

After 1909, the facus shifted from reaching the pule in learning more about the insknown regions surrounding it, Ms. Kuplan says. There is still a lot to learn, and a strength of Howdain's Arctic collection is its value largely unrealized—to a wind mapped scholurs, including smitholugists, linguists, neteorologists, and anyal and film listorians.

Mr. Higelow passes in front of a map of the Arctle it has do file North Pole, a minascule American fag waves from a wouden staff the size of a touthein fag waves from a wouden staff the size of a touthein fag lessnere Island, (frenchand, and Labrador, Also included ure materials on Aliska, Cunnada, Iceland, and the Northwest Territories.

The museum exhibits comprise in potpourri of equipment and memorabilit associated with Penry, MacMillan, and other Arctic explorers, ranging from Penry's comero and sextant to one of the stedges used on the 1909 expedition. Also on display are a variety of early 20th-century Insii artifacts.

Like most misseums, the Peary-MacMillan displays only a small portion of its holdings. Up a series of steep, narrow stairs is a storage room where the largest, and perhaps most exciting, pursion of the collection is stored: 300,000 feet of movie film, 2,300 hand-sinted glass lantern skides, and about 25,000 still photographs, covering the period from 1800 to 1991.

The motion-picture archive is closed while staff members work to conserve the rapidly deteriorate mirate and safety flots, which self-destreate with age. Unable to risk projecting the flim, the earstors themselves don't even know exactly what they have. But the flims they have been able to conserve so far reveal images rich in material for scholars from anthropoologists to zoologists.

In many cases those images are complemented by special collections—gos, journals, and correspondence of MaeMillsn. Robert A. Bartett, and other explorers—only a short walk from the museum. A wildlife biologist, for example, could view Bartlett's films of vidib birds and then stody his journals containing "a detailed record of every single bird that flew past his vessel," Me Kanlan Santa.

The ethpographer could take sdvaotage of the fact that, although he was not a scholar, MacMillao kept excellent records, Because of that—and his tendency to

revisit the same areas over and over again—the collection provides a window on a single area aver an extended period, Mr. Bigelow says.

"We have photographs of people who worked with leary in 1909, who MacMillan was still visiting and laiking with and phutographing in 1954." he says, "We have photographs of their children at different ages. We ean see how heir clothing changed and how the hindseance changed."

S. KAPLAN plnys a Vileotupe copy of a film taken during a 1926 voyoge by Bartlett, o Canadian who was "one of the work" a best lee navigators," according to Mr. Bigelow. He worked for both Peary and MacMillan and also organized and led his own exceditions.

This particular trip, to Newfoundland, Librador, and northern Greenland, includes beautiful footage of a schooner in full sail gliding past enormous leebergs. Men stonding on ice floes use long poles to push ice away from the ship and, later, open a narrow passage using sites of dynamite.

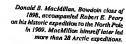
The film also contains fascinoting images of Inuit men demonstrating their hunting skills. In one seepe, a honter shows how to butcher a seal: foor or five quick atrokes with the knife and the blubber peets off like a heavily padded overcoat.

Ms. Kaplan, who stands next to her visitor during the film viewing, winces when it shows wild animals being mistreated or killed. "You have to look at this with historical perspective," she saya at one point. "This is the era of Teddy Roosevelt going to Africa big-game hunting."

If anything reveals how different environmental aensibilities were doring the age of polar exploration empared with today, it is acction of Bartlet's film that shows attempts to capture a polar bear for a zoo. Bartlett had hired a cowboy from Wyoming to lasso the bear.

He is a mythical-looking character in plaid shirt and tengallon hat, riding in a swaying dinghy. When we come upon him, he has managed to get three or four ropes around the bear's neck and mid-section.

He attempts to reel the bear in. The bear atruggles wildly. The cowboy hangs on tight. Claving and biting, the bear begins to climb into the boat. He is shot dead with a revolver. His body drops back into the sea and disappears from view.



design/sechoology 18 k management 14

#### Letters to the Editor

Continued From Page B3 supposedly researching this story After I went out of my will to send him some correspondence in November 1991, I heard nothing more from him until late last month, when he culled to say Black Issues Would be publishing the story. The universi-ty counsel asked for and received assurances that Black Issues would meet with us before publishing the story. In preparation for that meeting, we searched our files and produced a detoiled chronological record of our correspondence relating to this matter. Bluck Issues did not honor their promise to meet with us.

Regardless of whether Elena Yee ever intended to make a gift to Lincoln, or has the capacity to give in the smount her promises suggested, the personal attack on her reputation by Bluck Issues was totally unwurrant-Moreover, it is ecrtain the the fubricated story about u "deal" can only jeopardize the university's chances of receiving u gift from her.

My reasons for supporting Clar ence Thomus are u matter of public record. Polls showed that the majority of African Americans also supported him, even though he was on posed by most black leaders. If Black Issues wanted to challenge my views on Thomas, it should have written an editorial, not on article bused on coniecture instead of facts.

It is a sad day when my professional reputation con be smea personal integrity impugned just beuuse I dared to give voice to what is ironicully colled an "unpopular opinion," even though it was evidently shared by the majority of black peo-NIAGA SUGARKARA

Presideat Lincoln University Lincoln University, Pa.

#### Colleges' role in 'America 2000'

TO THE BOITOR The urticle by Jack Goodmon, "Campus Officiuls Question Colleges' Role in President's School-Reform Effort" (June 10), asserts that "colleges say it is unfair for the Administration to criticize them when they have never been told exactly what their role is supposed to be" in the President's America 2000 strategy. I fully sppreclote the irony of a statement suggesting that institutions of higher education are waiting for someone to tell them what to do while the remoinder of the article cites examples of what they are al-

One of the gouls for 1992 that I established for the Office of Postsecondary Education was to define the role of higher education in America 2000. As one with deap roots in the academy, and as one who has also worked in a federal agency to develop school-college colloborative programs, I am well aware of the actions that institutions of higher education have already taken to involve themselves in efforts to improve our na-tion's education system. As noted in the article, these commendable efforts have not allpped past our notice nere in the Department of Education, although our attempts to connect them, as models, with America 2000

The role of higher education i pricu 2000 is occessarily broad and flexible, in keeping with the weemil spirit of America 2000 and in ognition that colleges and univerQUOTABLE

"I want us to be the generation that leads, that votes, that earns, that spends, that doesn't continue to let our parents fight our wars for us."

AM UP HERE TOOAY OS a representative of my elsss, the class of 1992. . . . As the next generation posed to enter the sault world, we have been underestimated and written off by almost everyone. So if you are feeling anonymous today, you are not alone

We belong to what is known as Generation X. I think s better name would be Generation Y-such as: Why are we so invisi-

Take, for example, the war in the Gulf. Who was this war for? Evidently, Bush and Brokaw want to herald this war as a victory and give it to the 60's generation who are still haunted by Vietnam. Yet thia was a war of the 90's, not the 60's. . . . During my war, it felt like I was watching a TV show, a video game, a two-week mini-series in which some of my friends played extras. Why did o bloody war seem so sterile? Why is o war fought in our lifetime portrayed os on antidote for the lingering ills of Vietnam and not as our Vietnam? Why are we thought of as the generation that followed the 60's, or worse, not thought of at all? Why be a voyeur when you can be o vision-

My frienda sod I went to see Oliver Stone's JFK. On the ride home, we tolked about Kennedy as we listened to "Classic Hits" on the radio. In the news the next day, Bill Clinton, our Democratic nominee for President, was questioned about pass ing a joint and about his evasion from the Vietnam draft. Nobody asked him obout crack. About the Gulf war. Nobody asked him about us, a generation who has inherited the problems of the 60's and who needs

some new heroes. some new neroes.

In May people io Los Angeles were still flighting the Watts riots of 1965 because, ss they are aaying, nothing has changed. Oprah Winfre y did a show on the riots and showed elips of Martin Luther King for inspiration. Why throw it backwards, Oprah? Vas King the last black hero? Was Kennedy the Isst great President? Why treat thesa problems with the same rhetoric that didn't

acive them 30 years agu? And around here, in the Pioneer Valley, o lot of people luve been trying to keep the 60's alive by stuging proteats that are more sentimental in nature than progressive. If you think progress ended with the 60's, then you're not progres-

There ore two groups I want to address today. The gisnt class of '92 and them—the people who came out of the 60's.

To them I say: Congratulations. You have given us human-rights awareness, environmentalism, and the recent closure of the cold war. Not bad. You have given us Martin Luther King and John Kennedy. You were asked what you could do for your country and now, as successors to all of that success, we are wondering whot our country can do for us now that the great leaders have had their day. The offerings sre slim. But, wait. Offerings? Nobody offered my parenta anything. Perhaps I nm the problem—this feeling of entitlement. Whot makes me think that I deserve a guod life just because it is what I am used to; maybe that's all wrong. Who do I think I

LL TELL YOU. I am the baby of baby boomers, the offspring of the sexual revolution; a member of an entirely new generation that has emerged but hos yet to be recognized.

Studying at a big school, I have learned how to fight for recognition. I and my cluss-mates are therefore equipped for the light against an undertow in culturol politics, us the hippies turned yuppies turned major market-share monifest their mid-life yeorning for the good old doys in a recycling effort that goes way beyond paper and cans. They're recycling our culture and that can only make us, you and me and all the other classes of '92, feel amaller and more insignificant—as the generation that

Instead, I want us to be the generation that leads, that votes, that carns, that spends, that doesn't continue to let our par-



There is someone who was n here in the 60's that I now want to introduce to the

In his casny "Civil Disobedience," he full side by side in the forest, they both ow. The 60's hove eclipsed the 90's.

Closs of '92, it's time to toke our place in the sun. Thank you, Henry, but we are not trees, we can approof ourselves from the past and move on. Vice-President Quayle, yun were told that you are "no Jack Kenne dy." and neither um 1. Let me tell you why.

TE CANNOT HIM to sex and drugs os they did in the 60's; AIDS has made that decision. We cannot look at our government in the same way; Wntergate, the S& L crisis, the Reagan deficit, all have made that decision. We could not grow up without the fear of being blown up; nuclenr weapuns mode that decision. Global worming is muking long-term dec sions for us. It is time we became part of the decision-making process.

let them continue to conceive the future for us. . . . Tudny, we're out of here, and from now on, we must unswer unr own questions-not by huking over our shoulder, but hy hoking in the mirror. If you are lnoking for heroes, Reverend King would tell you to revere yourself. President Ken-

Together we have the power to make the last decade of this century the best one yet. We are going to break this invisible

> tions to old problems-pr world. One of the old solut eratic regulation und red tap transfurm the foce of American

American colleges and universitie have earned a worldwide reputation for excellence. In his remarks at in April 1991, President Bush & tunately we have a accret weapon it world." How that secret weapon is used to reform and restructure Amer he used is manifest.



ents fight our wars for us. What do you

90's, Henry David Thoreon.

rote that when nn ocorn and o chestrat grow until one tree reaches u height that creates o shndow over the other. The tree darkness withers and dics, "and so a men." writes Thoreau. We are living in that shad-

Our porents conceived us, but let's not

neily would tell you to hink in the present.

-Nicholas W. Nyhan praduating senior. in n commencement speech at the University of Massachusetts at Amherst

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acem to have irked some critics.

We have emphasized the importance of standards in higher educasel und enforce high admission standarda and high performance standirds for faculty and students, they make clear to elementary and secondary schools that they must, in turn, set und enforce their owo high standards if they are to prepare stu-denta adequately for college admis-

We have emphasized the impor-tance of collaborative partnerships between schools and colleges as a meons of sharing education expertise, resources, und information. We are well aware of many shining exam-ples of school-college colinboration that are already in extatence, and we encourage lostitutions of higher eduencourage los attutions or largest con-cation throughout the country to con-tinue to foster such relotionships. We have also invited institutions of higher education to join in the research

sities know best the strengths they can bring to the Issue. institutions of higher education play in graduate education, in udult and education, in teacher preparation, and through mentoring and tutoring programs for college students. Colleges and universities are a tremendous resource for adults who wont to return to school to up-

grade knowledge and skills. . . We have urged institutions of higher education to participate in community activities that foster education. We have invited these institutions to make available to the community facilitles, research, and expertise that promote learning activities outside the traditional clussroom and after regular school hours. We have also urged ull institutions of higher education to develop a vision of their role in the 21st century that transcends the immediate concerns of academia und embraces the larger role of edu-

cating America's next generation of scholars, entrepreneura, and leaders. Critics quoted in the article emphaand design for the New American must play a financial role in America

budget proposol for fiscal year 1993 requests \$267.5-million for America 2000 nctivities that include Gov-Academies for Teachers, which would provide experienced teachers with opportunities for re-newal und enhancement of their knowledge and teaching skills in core mic disciplines. Another \$20million hus been requested for a program called Partnerships for Innova-tive Teacher Education in the resuthorization of the Higher Education

Nevertheless, I must emphasize that America 2000 is not a traditional eral program dispensing money to heip improve the schools. From that yery beginning, the President has made it clear that "the federal government's role in this strategy is limited—wisely—as its part in education has always been. "Americs 2000 is a strategy to galvanize public involvement in the restructuring of our educatioo system, starting at the grass roots, school by school, community The bengin not use the without the wild role that teacher education. The President's to pitch in ond work out new solid-

that, left unstrended will threat America'u productivity and our cal tural and intellectual standing in it Iraditional program with its bures no assurance of aparking the kind of chonge that must occur if we are to

America's system of colleges and universities—the finest in the entire ican education is, appropriately, the decision of the individual institu-

CAROLYNN REID-WALLACE
Assistant Secretary
for Postsecondary Education
U. S. Department of Education
Washington

#### FACULTY OF SOCIAL SCIENCES

#### CHAIR IN ASIAN STUDIES

A\$77.900 pm

Ref 92115C. The Asian Studies Discipline is a growing and dynamic department with one of the largest Indonesian language enrolments in Australia. It currently has 5.5 academic staff whose expertise includes indonesian language, literature, culture, history, social and political structure, women's studies, political economy and combands. Acids characteristic Additionally is bestricture, women's studies, pointed economy and Smitheast Asian demography. Additionally it has an interest in the broad area of Australia-Asia relations. In conjunction with niher disciplines it offers courses related in Southeast Asia. China Japan and India and contributes to Development

rapan und radia and contributes to Development Studies courses. Applications for a newly established Chair in Axian Studies are invited from scholars with a distinguished record in teaching and research in the field of Indonesian social, political and/or cultural studies. Fluency in Indonesian language and an active commitment to promoting the teaching of Indonesian at all levels is requited, as is an interest in the broad field of Asian Studies and Australia's rule in the Asjan region, and the ability to contribute in broadly based area studies courses at the undergraduou based nrea studies courses as the undergraduote level. The successful applicant will be expected to lie ad the Discipline and will have significant responsibility for the development of postgraduale programmes in Asian Studies, in ecoperation with other sections of the Faculty of Social Sciences.

Demonstreled ability to provide effective academic and administrative lendership within the collegial framework of the Discipline is essential, as well as the capacity in develop links between the Discipline and other universities,

wernnient agencies and the wider community. Further information from Dr Keith Foulcher, phone (618) 201 2812. Selection criteria end conditions of appointment available front Human Resources Division, phone (618) 201 2300, (ax (618) 201 3131

Applications, addressing the selection criteria, quoting the reference aumber, and giving details of quolifications and experience together with the amen, addresses and incufnic numbers of three referees of whom confidential applications. or three reteres of whom confidential enquiries may be made, should be lodged with lite Monager, Human Resources, The Flinders University of South Australia, GPO Box 2100, Adelaide SA Australia 5001, by 14 August 1992.

The University reserves the right out to make on appointment, or to invite applications. Equal Opportunity is University Policy.





#### Coordinator/ESL Phnom Penb, Cambodia

The Shats University of New York to Buffalo has me popeling for children coordination of SSI. for its Bagilah Language Contact Program in 1820d, or should be supported by the SSI. State of the

missions professionals. Seed risomé to Box 43-160, Chronicle of Higher Edeca-

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#### Associate Professor In Language and Literacy Education (TENURABLE)

Dusansland University of Tachnelogy is one of Australia's newest and largest universities sparaling on live campues with 23,000 students. serges universities eparating on the campuses with 23,000 students. The Faculy all Calcusters, with 153 associated set all regular Composition is a regarded into severa schools: Cultural and Policy Studies; Curricus is a regarded into severa schools: Cultural and Policy Studies; Curricus Calcusters and Ca

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The Bichel of Language and Literacy Education, with 20 locturing and support settl, provides scalarinic programs, and service and reprograms. The service and retraining and retraining and retraining and retraining and retraining and retraining and re
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Within this range of concerns, the School to eaching an appointee with broad experties to provide leadership in themstile areas at illeracy research. Evidence of elementarised contribution to primary or ala-maniary language aducation would be a distinct advantage. Woman are under-represented at DUT at this level; therefore, suitably quelified weman are ancouraged to apply.

question weream are ancouraged to apply.

OUALFICATIONPRISILLES, Applicate should meet the University crilaris for appointment as Associate Professor. The appointment will have
an excellate research accord in Language and Libercy Education, and
the ability to provide reaserch leedorable within the Bohool. Applicate will demandate teaching belity of a high accord a tarrilary and
construction of the professor of the professor

CONDITIONS: Permanent appointment is aveilable at the level of Associate Professor (\$10546,999 (\$AUS84,575) par annum). Conditions include subsideded superannuellor, relacation sesistance, professional experience issue and study sesistance.

sconia experience leave and study assistance.
PURTHER INFORMATION: Duty statement and selection criteria to the proposition and information on the University is evaliable from QUT's 3990 or small Loofiguage larger of 17 864 3764, seesimile 81 7 884 and 18 18 384 and 18 18 384 and 18 18 384 and 18

Incalmile 61 786 3888.
APPLICATIONE, Applications should qualls 30302 and include evidence of excelentic qualifications, experience and leasting evidence in the process of the process of

An Equal Opportunity Employee

#### **Department of Community** Medicine & Behavioural Sciences FACULTY OF MEDICINE HEALTH SCIENCES CENTRE **KUWAIT UNIVERSITY Medical Psychologist**

Applications are invited from Psychologists with tracking and research contribute to flated of Medical Psychology. The successful candidate will contribute to flated of Medical Psychology. The successful candidate will contribute to flated of Medical and Affect deep "problogy courses of General by the given to candidates with storegist in the fields of development will be given to candidates, who can be a supported to the problem of the

Curriculum Vitae, names and addresses of 3 referees copy of the relevant pages of passport, qualifications with dates should be sent to:

The Vice-Dean Administra (Recruitment Office) Faculty of Medicios

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#### University of Otago Te Whare Wananga o Otago

New Yealand

LECTURER / SENIOR LECTURER IN MANAGEMENT HUMAN RESOURCE MANAGEMENT / COMMUNICATION SKILL

Department of Masagement

Department of Management The Payment Incomes the Assertion Incomes section but their to expansion under to make an emperiment at the feature Payment to their the Assertion Incomes and the Courter Payment to the Payment in Assertion Payment Income Income

Applicants should:

1. Have at least a Masters degree in a relevant discipline and preferably a PhD. [Either a PhD or a strong publication record is the usual entry-level regular-ment for a senior lecture.

records one assuments; ship.)
2. Be effective at lecturing at university level, preferably with evidence of leaching ability both at undergraduate and pastgraduate levels.

Be a keen and energetic researcher with evidence of research
competence, preferably through publication in academic junnals.

nals.
In addition it is highly desirable that applicants have significant managerial or consulting experience in the HRM field, and membership of relevant professional institutions would be an advantage.

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THE UNIVERSITY OF AUCKLAND New Zealand



A CHAIR IN PHYSIOLOGY Department of Physiology, School of Medicine (Vacancy UAC. 163)

The vacancy critries with I Health to the Open area of Physiology and is open to both medically on non-medically qualified projects.

Academic said of lite Department manner 13 (Precluding avo members teaching continued to the Department manner 13 (Precluding avo members teaching created activities, and the Department of the Departmen

Department.

The appointee will be expected to have me established record in research and to have demonstrated the capacity for leadership in the field of Physiology; to have shown appropriate skills in administration of academic activities, and to have no imaginative forward-looking approach to the development at the discipline in Auckland.

Janci. Applicante should have postgraduate qualifications in an repropriete field. Teaching experience at both undergraduate and gnuturie levels is essential. The successful applicant must have the ability to lead research activities undertaken by other members of the acortemic staff of the Department.

Desi Ol Ine Acatemis Stati of the Department.

Commencing salawy lib e esiablished within the range SNZ102,960-SNZ112,840 per annum (Medical), or SNZ80,080-SNZ99,848 per mnum (Mon-Medical).

Conditions of Japoniment and Method of Application, are available from the Assistant Registrar. Acadamic Appointments, University of Auckland, Private Bag, Ancadem, of World Stations and Stations (SNZ).

Plaase quote Vacancy Number UAC. 163 in all conespondence rusage quoi evacanny number ducc. Ios in all conspondence.

A CHAIR IN PHABMACOLOGY & CLINICAL PHABMACOLOGY (Medical or Non-Medical)

Carrying with it the Headship of the Department

Department of Pharmacology & Clinical Pharmacology, School of Medicine

(Name of Pharmacology & Clinical Pharmacology, School of Medicine

(Name of Pharmacology & Clinical Pharmacology, School of Medicine

(Name of Pharmacology)

The Department teaches plasmacology and clinical pharmacology in the fincisty of Medicina and Human Biology, and pinamaculogy within the faculty of Science, it is also involved in postgraduate teaching in these disciplines. The appointment will carry with it the Hentiship of the Orpatiment of Pharmacology & Clinical Pharmacol-

carly will it that Hemothly of the Oppathment of Mammacology & Clinical Pharmacology.

The Oppathment San Livera principal divisions. There are influence browded particularly in research and inacting in pharmacology, others involved particularly in chinical pharmacology, and a hind group supporting for involved particularly in chinical pharmacology.

Research widths the Universitient is conducted with creditoriacular pharmacology, control in the Control of the Contro

per ementi (retenue), or encotyono-encotyone (1900-1904). Traffer inkernafino, Condision of Appointment and Method of Application, should be obtained from the Avidant Registrar. Acutamic Appointments, Teiphone 64, 9373 7999, 644–643 117 1476. Three copies of applications should be forwarded to seat to the Psykhata by 24 August 1924.

Heave quair Vacancy Number (MC-187 in all correspondence.

TWO CHAIRS IN ARCHITECTURE
Department of Architecture, School of Architecture, Property & Planning

Applications are invited from validaby gualified and experienced persons of high substantly atoming, in the indicating the received from the indicating the received from the conference of the person of high substanty atoming, in the indicating their vacancies. Applicants should preferably hold a frib. (or its requisiting) lawer professional application and indisriguishing their professional indicating the professional indicating the professional infilter.

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A Charl in Architecture (Vacancy IMAC.164) in Island of Department and to provide The Professor will be expected in view with list lead of Department and to provide the relative by the professor of ordering pacific and extending his land of the professor of th

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by the Department Specific duties will include curriculum development, teaching and seasors in activities tractural design, and in particular that attendance in design selects bookfields of concepts from the areas of entitled mis companing and communication practice and management, and other communication of Commercing stately will be established within the range \$NZBO.080-\$NZSO.840

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(Indiversionalism, Conditions of Appointment, and Method of Application, should be obtained from the Assistant Registrar, Academic Appointments, University of Auxiliant Telephone (4.9-373 1996), face (4-37) 78 (4.5 appointments), University of Auxiliant Telephone (4.9-373 1996), face (4-37) 78 (4.5 appointment 1997, cartons should be forwarded to reach the face).

Floase quoting the relevant Vacanny Nasaber in all correspondence.

A CHAIR IN MATERIALS ENGINEERING
Department of Chemical & Materiale Engineering, School of Engineering
Vecancy (IJAC.169)

The Department of Chemical and Materials Engineering Invites applications from qualified individuals to fill the Chair in Materials Engineering. The Department offers an accredited legger in Chemical and Materials Engineering and a second degree in a second and Materials Engineering and a second degree in the Chair and Materials Engineering and second degree in the Chair and Materials Engineering in the Chair and The Chair and The Chair and Testanch.

and research.

The Department has maintained a strong undergraduate and graduate annolment, its staff have research interests encompassing fracture mechanics, laiture analysis, saldification, welding, corrosion, composite materials, extractive metallurgy, ceramics, surface engineering and selected draws in chemical engineering.

mess, amuse engineering and selected areas in chemical engineering.

An applican would be expected to have a strong reputation in Mercelaids and research and a Ph.O. or equivalent degree in Metallurgical and Materials Engineering, Because II is a seriest appointment, memberaling of an appropriete professional solitotion is expected. As eventual headship of the Oppartment is blody, evidence (O, opparation) for management and accolomic leaderings should be demonstrated. Commending salary will be eetablished within the range \$NZB0,080-\$NZ99,840

per animals.

(Conditions of Appointment and Method of Application, should be obtained from the Assistant Registrar, Academic Appointments, Telephone 64-9-373799; Ac 40-9-373 454. There copies of applications should be forwarded to reach the Registrar by 24 August 1992.

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A CHAIR IN FRENCH
Department of Romance Languages
(Vacancy IIAC.168)

(Wacancy BLCL-108)
Tha reppointment carries with it the Headship of the Department
The Operations: O Romance Languages teachee Freach, Italian and Spanish from
Rist-year Io Massers and Rh.D. Review. The present beaching ed all'n Freach is I Profess
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Commencing salary will be established within the range \$NZB0,080-\$NZ99,840

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Unter information, Conditions of Appointment and Mathod of Application, should be obtained from the Assistant Registrar, Academic Appointments, Talephone 64-9-373 7999, Lax 64-9-373 7454. These copies of npplications should be forwarded to reach the Register by 17 August 1992.

Please quote Vacancy Number UAC.168 in all correspondence. A LECTURESHIP IN INDONESIAN

Department of Asirm Languages & Literatures
(Vacancy UAC. 162)

This indonasian Section in the Department of Asian Languages and Literatures of the linkestly of Auckhard offers at comprehensive programment, up to the MA and PhD, leval in indoneshi languages and literature, existence of Indoneshi, Isbamic studies, and inition thought. Lenguages bugsh by the section include indonasian. Classical Makey, Parentee. Oil Bonness. Tooks Banks, and Sarsicia.

many, javanese. Onli Javanesa. Tobi Shaha, and Sanshit. This successful cardindre must have completed, or be in in a process of completing in 10.0 in indivisuals misuals. He or sha will be expected to contlibute to the indivisuals of the process of the process of the process of the process of the conditions with teaching or transact interests in leaveners. Oth Javanese, or Classical Malay limitation. Conquisations with notice indivisional ingrapages or with individual or latent southers, or with Sanshirl and Ausbic, or with the makinotology of illurary criticism, will be an asset.

Commencing salary will be established within the range \$N37,44D-\$NZ49,088 per

Conditions of Appointment and Method of Application, are available from the As-sistent Registrat, Academic Appointments, University of Auckland, Private Bag, Auckland, To whom 3 copies of applications should be forwarded by 3 August 1907.

Please quote Vacagos Number UAC-162 in all correspondence LECTURESHIP IN ENGINEERING SCIENCE, Limited Term—3 Years
Department of Engineering Science, School of Engineering
(Vacance MAC.176)

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Department are Confisionin Mechanics and upstations research, Applicants should be selisidly qualified with a postsychate or resenrch degree and or professional experience in one or more of the areas that lail within the scope of the Department activities. Thorty with the professional professional control of the Department activities and the professional control of the Department of the professional control of with the Considered. For this appointment the Oppartment studies a person with Engineering jetteres but who to copale to electricing it least storm of the papers in the professional control of the professional control of the pages in the Considered for the Consid

Commencing salary will be established within the range \$NZ37,44D-\$NZ49,088 Please quote Vacancy Nember UAC.170 in all correspondence

Further information. Conditions of Appointment and Method of Application, should be obtained from the Assistant Registrar, Academic Appointments, Telephone 64-9-373 7999, Fax 64-9-373 7434. Three copies of applications should be forwarded to reach the Registrar by 15 August 1992.

An Equal Employment Opportunity Employer

WB NICOLL, REGISTRAR University of Auckland Private Bag 92019, Auckland NEW ZEALAND

Mankato State

Dr. Douglas M. NanCarrow. Chair Speech Communication—#89 Hunkato State University D. 0.800 Hanketo, MN 56002-8400

DIPUTY VICE-CHANCELLORS oplications are invited from suitably qualified persons for the following positions :

Repossible for inter alla, all academic matters and sademic support, elaffing matters (including industria telations and iratining and development), examinations, achoots liaisort, and the Library.

Deputy Vice- Characellor (Research)

Responsible for, inter alla, all research matters and meach contracts, academic central services,

These appointments are for periods of lines to five years on a full-time basis. Incumbents of the poets shall be permitted to do limited

scademic and/or professional work. Applicants must have a record of deep commitment to scademic excellance in tertlery education and some experience of policy-meking.

The remuneration package is negotiable.
An information sheet on the University is available from the Personnel Office. Fax (2711) 339-2223.

Deputy Vice-Chancellor kademic and Personnel)

museums and galledes.

University



#### DEPARTMENT OF THEATRE STUDIES

### Chair in Theatre Studies

Applications and expressions of interest are invited for appointment to the Foundation Chair of Theatre Studies in the Faculty of Arts.

The Department of Theatre Studies (formerly the Department of Drama) currently offers eight undergraduate programmes in theatre studies and with processing the programmes of the studies and with the programmes of the programmes tull 8.A. in Theatre Studies in 1992. The Department also offers programmes in Homous MA. and the Dievels. The philosophy of the Department is based on the premise that theatre tearning involves the opportunities in the premise that the premise thas the premise that the premise that the premise that the premise

schiesements in research and echolership.
Applicants must demonstrate: clear evidence of a high level of research ochievement in Theater Studies; scademic qualifications in the orea of Theater Studies; scademic qualifications in the orea of Theater Studies; scademic qualifications in the orea of Theater Studies; and the studies of the orea of the studies of the orea of the studies; and the studies of the orea of performance and expertence in the orea of performance and expertence in the orea of performance and expertence in ore or more areas of the theater arts, e.g. directing scring, design, dromaturgs, etc, and other relevant experience in the orea of performance and expertes in any of the performing orts, such as, producing, playwriting technical production, music composition.

initially, the appointee will be Head of the Department but will enjoy a right of private practice subject to

Informal enquiries ahould be directed to Professor Graham Maddox, Dean, Faculty of Arts, telephone 61 67 73 2366. Salary:

A\$73,800 pa (Level E Academic) rising to A\$77,900 on 23/7/92.

Closing Date: 31 July, 1992. The right to fill the Chair by invitation or to make no

appointment is reserved.

Applications should be addressed to the Director,
Personnel Services UNE-Armidale, NSW, Automita 2931,
Personnel appointment is reserved addresses and telephone/facsimile numbers of three referees and should state the position number and must be received prior to the closing date.



#### ROOSEVELT UNIVERSITY

Coilege of Education

Educational Administration

Enthusiastic and energetic individual to teach doctors' sed master's degree courses is educational administration, supervise doctors' students, and conduct teachers, Assistant or executes level in Isnure track position. Outles begin 85-0-18.

Gend letter of application, résumé, and cames and phose nursibare of three references ic: Or. Charles Alro, Cifector, Ed.D. Program in Educational Administra-los, Rocesett University, 409 South Michigan Avenus, Chicago, Illinois 10056, Soreening will begin July 19 and will coatlass until the coatlicin in filled, POLAS.

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#### SCHOOL OF BUSINESS

The School of Basiness represents a vibrant part of the rapidly growin University of South Dakola. Accradited by AACSB, the School offer Bachelor Degree is Business Administration and Health Services Administration and Moster Degrees in Business Administration, Professions Accountancy and Economics. Is and Infigurated in Principles of Professional acceptances of the Commence of Professional Commence of the Commence of the

Finance One position, one-year appointment, instructor or Assistant Prof

level.

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Journal of the C.D.C., the Executive Director is responsible for the total

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and development, and School of Business registrations. Supervision of a

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Applications coosist of a latter of application, vits, writing sample, and at least three raferances (names, addrasses, and inlophone numbers).

Review of applications will begin July 20, 1992 and continue until all positions have been filled. The University of South Dakota is an Affirmative Action, Equal Opportunity

ITESM LOGICO Y OE ESTUDIOS SUPIRIORES OF MEXICO

Come help build Mexico's luture in one of Latin America's most prestigius

#### Positions for Faculty MONTERREY INSTITUTE OF TECHNOLOGY Mexico City Campus

Accredited by the Southern Association of Colleges and Schools

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se send résuné lo: Volaséa Melle, Directo, Faculty Development ITESM Mexico City Cangous Calle del Puente se 222 Col. Hujoulco Del. Talpan CP. 14380 Mexico City, Mexico Tests; 153 (673-1006, 673-0241 & 673-8998 Fax: (525) 673-2500 & 671-8125

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Career Services: Director, Caraer and Facconent Barvices, Indiana University Marthwest, Full time, 12 month professional appointment. Director will plan, direct coordinate and supervise the settings of the Career and Flacconent Services office, and proceedings under the design of the Career and Flacconent Services of the Security Paracologics, Assistantian Paracologics, Assistantian Paracologics, Assistantian Paracologics, Assistantian Paracologics, Assistantian Paracologics, Assis

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Clasing date: 17 July 1992. Ref: D46/92 Gualifications:
The University of Naial afters Fellowships in the Science
and Humanilles to suitably qualified applicants for
overseas and Sauth Aftican Universities inespectived
gender, race ar religion.

The upper age limit is flexible approximately 40 years.

NATAL.

Research Fellow

Post-Doctoral

The Fellowships carry a slipend at R49 849 per orana, subject ic any increase in solories, initially for oneye subject ic any increase in solories, initially for oneye but renewable for a second year. The University of meet the successful applicant's travel expense to be University an first appointment and one return for.

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Applicants who have not been awarded that Photomay be considered but their theses must be completed and examination results must be available.

Further details and application tarms are oblainable Further details and application forms are obtained irom the Secretary, South African Universities deta; Second Roar, 16 "haites it Street, Lordon Swift African Certail Research Communication (Certail Research Certail Research Communication (Certail Research Certail Research American Communication (Certail Research Indian Communication (Certail Research Without Certail Research Without Without Certail Research Without Without Certail Research Without Without Certail Research Without Wit

PARTNERS IN PROGRESS

#### SENIOR LECTURER IN COMMUNICATION (TENURABLE)

Dapartment of Communications and Public Ralationa

PUBLIC INSIGNORS

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Applicants should hold a post-graduate research dogroe (profers hiy a Ph.D.) in a relevant stea, should be familiar with the international Public Rolotions. advetry and rolated areas, and should be able to Salary \$A-\$48,688-\$57,913.

Further datalls can be obtained from Kevin O'Tools, Associate Daan of the Faculty of Social Sciences on 8155633452.

otoo33452.
Applications should include a full curriculum vitee at contact datalls, plus nomes and addresses of liver relates. They should be sent to the Parsonnal Black Depkin University, RO, Box 423, Warmambool, Victoria 3280 by 31 August 1992. Equal Opportunity is University Bolicy

amine Personnel Office. Fax (2/11) 339-2200.
Applicants should submit a full CV, marked frivels and Confidential, to Mr S A G Anderson, Chaimen of Council, University of the Wilvasbersend, Private Bag 3, Wile 2050, whance cing the challenges of the future loday.

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#### **History** · Government Instructor

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### REQUIRES

The English Department at the University of Bahrain wishes to recruit a Professor in English Literature (modern period).

UNIVERSITY OF BAHRAIN

Recruitment Conditions

approx. [current rate]).

Wits University.

Johannesburg

I. Applicants MUST Bi: holders of a Ph.D. or an equivalent qualification from a recognized university or institution and have

sulfable teaching experience.

The appointee must have served at least five years at the rank of Associate Professor or equivalent at a recognised university or institution.

3. He or she must have published valid academic research in reputable and referred journals or periodicals or in refereed

The University of Bahrain offers the following benefits:

1. Sulfable furnished accommodation.
2. Free medical services within the State system for the appointee and dependent family.
3. Excursion all tickets for the appointee, spouse and up to 3 dependent children under 18 years of age for travel TO and FROM Bahrain, including summer vacation.

4. One additional month's salary for each year completed at the University of Bahrain.

5. Allowance for shipment of some academic personal effects.

6. Salary scale for the rank Professor starts from BD 1045 per month to BD 1885 (One Bahraini Dinar = Stg 1.30, US\$ 2.65

Applications, which MUST include a Curriculum Vitae should be sent to:

**Sup't Recruitment & Training Personnel Department** University of Bahrain P. O. Box 32038 State of Bahrain

• For further information please call: 449222-449233 (Bahrain). The deadline for receipt of applications is July 31, 1992. University of Bahrain will reply on nominated applicants only.

### MIDLAND COLLEGE

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Il Interested, send cover letter and résonné by July 23, 1992 to: Person-nel Ullice, Milhard College, 3000 N. Oarfield, Milland, Texas 79705.

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#### AUSTRALIA **ROSS WAITE PARSONS**

SCHOLARSHIPS IN LAW uity of Law at the University of Sydney offers up to three scholarship on to guistiending graduales who wish to pursus postgraduate study

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Deen of Science and Technology Ref. No. 92/43

Deakin University to e major Australian University providing a wide range of seeching, research, consultency and other programs across five campuses in the Siste of Victoria. There campuses in the Siste of Victoria. There campus and other programs across five acceptance of the section of th The University is en internetionally regerded distance education provider and hea e eignificant commitment to on end off-campus modes of course delivery.

Deakin hee completed e mejor restructuring of lie scademic ectivities and hee created five new, multi-compus faculties, each with a graduate achool and five other academic end professional achools.

end live other academic end protessional acnools.

The Deen will provide academic leadership to the faculty, pley a key role in
the stretagic academic plenning and development of the faculty and the
University and be responsible for the administration of an integreted,
five campus faculty structure. The Deen will report discilly to the

Vice-Chenceuor.

The Dean must be excholer of netional and internetional distinction be able to demonstrate a commitment to knowstive modes of on and olf-campute teaching and be able to take adventage of the opportunities presented by a five-campute University.

The Dean will be appointed for an initial period of five years with the possibility of a further appointment of five years. The Dean will olse hold a continuing cheir in one of the ecodemic crees within the feculty. An appropriate remuneration package is offered, including superennuation and a fully-maintained vehicle.

Intending applicants may obtain an information package from the Director, Paraonnel, Mr Peter Wotherspoon 61 82 27 1175 – Fax No 61 52 27 2024.

John Hey, on 61 52 27 1147.

John Trey, us of 10.2.2.1 (1971). Applications, quoting the relevant reference number and including e full curriculum vites and the names and edinasses of three referees, about be forwarded to the Director, Parsonnel, Deakin University, Geslang, Victoria, Australia 3217, no later then 28 August, 1992.

The University receives the right to make no appointment or appoint by invitation at any time.

Equal Opportunity is University Policy.

PARKLAND COLLEGE

THEATRE INSTRUCTOR

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**ALLIED HEALTH** 

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NIAGARA UNIVERSITY

**Assistant Professor** 

**Communication Studies** 

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Poent to:

Robert F. Crawford
Chair, Department of Communication Studies
118 Dunleasy Hall
Niagara University, New York 14109

#### NORTHEAST MISSOURI STATE UNIVERSITY

sculty Position

is secking application for Psychologist Northeast Minimum

opening of the Counseling
Center and invites applications
for a staff psychologist position. et-term individual and group ourseling, outreach program ting, crisis intervention, and

Outifications: Ph.O. in Qualifications: Ph.O. in counseling/clinical psychology preferred and experience with college-age population required expertise in one or more of the tollowing areas: substance abuse, sexuality and relationships, sexuality and relating disorders. Cand dates must also possess a strong commitment to the development and welfare of students.

Nine-month appointment

with competitive salary/benefits starting mid-August 1992. Send application letter, vita, three letters of ference and official

Clydia Case, Ph.D. Counseling Center Director McClain Hall 101, NMSU Kirksville, Missouri 63501

Search will remain open until itions are filled.

Northeau Missouri State Universit An Equal Opportunity Employer

NATAL

Department of

English

Southwest Missouri State

College of Business Administration

Finance and General Business

The periodities of this position are split and include: [ii] inching but us it compared the transfer of the periodities of the

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Pietermaritzburg. South Africa An equal opportunities, affirmative action University.

Professor/

Senior Lecturer Closing date: 14 August 1992 Pof: F74/92

Application, one invited from suitobly qualified person in the post of Professor or Senior Lecturer. The successive conditions should either be a specialist in African only south African lifeculare, of should have an order lifest in these fields from the prospective of postcolonial orware?

Applicants should indicate clearly whether they wish to be considered for the professorable, the senior lecturethly, or both.

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The solary affered will be defermined according to the quoisications and/or experience of the successfuloptical Application. Application forms, are abtoinable from the offer of Science and Teamology, Sc. Embours, 2018—39, 481 Mossochuseth and Application of the Application

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TUSKEGEE UNIVERSITY

CHAIRPERSON, DEPARTMENT OF ELECTRICAL ENGINEERING

SCHOOL OF ENGINEERING AND ARCHITECTURE

Rominations and applications are maited for the position, 4, happens and the Department of Electrical Engineering.

QUALIFICATIONS: Carellulates shought have an earned shotterate in Electrical Engineering or a closely related to-lift, strong brade-ship ability, a provent metalic moonly and a commitment to plue to all engineering rites along

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Rukegoe University is a private, state related, Lind grant University with approximately 3,700 students and 100 La city members, Since defounding

Or. Shaik Jeeking, Acting Dean School of Engineering and Architecture Englages University Fusiones, 3(4),000,000 1205g 727-8976

GEADLINE: July 20, 1992.

Tuskegee University is an Equal Opportunity Atlantative Action Employer.

and nominatums shanded for marked to

#### The National Hispanic University **FACULTY VACANCIES**

**DEPARTMENT OF** 

MANAGEMENT AND MARKETING

**DEPARTMENT HEAD** 

Joseph M. Bryan School of

**Business and Economics** The University of North Carolina

at Greensboro

The Float junvilles academic leadership to sixteen juli-line faculty. The Department riders the U.S. signore with concentrations in Human Recources, Market of Bulancia Administration program with support and societies and societies are supported by the support of the support

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The University of North Carolina of Greensboro is on Equal Employment Oppor-lanity, Affirmative Action Employer. Women, minorities, veterans and disabled persons are encouraged to identify themselves.

Tite NHU invites applications for the following positions for the academic year 1992-03 MATHEMATICS: To teach and develop curriculum, Ph.O. praferred. S49K-S44K.

SUSINESS: Administration—To teach and chair department, advise audente. MBA required, Ph.C. prelatred, \$49K-\$44K.

CIRECTOR OF CEVELOPMENT: To do grant writing, implement pri-vote/public lund-relaing plan; 5 years' documented lund-relaing expe-rience required; selery negotieble besed on experience. LIBRARIAN: To develop library for atudents and laculty; higher adu-intion cuparianco; BS Library Science required, MA proferrad, \$28K-

Applicants strouid sand lafter of application, résunsé, ihras roconi lotors of reference and a copy of graduoto transcripts to:

Faculty Search Committee The Nellonal Hispanio Universi 135 E. Gleh Road, Sfe. 201 Sen Jose, CA 95112

FOF/AA

#### **NATURAL SCIENCES** INSTRUCTOR

#### Shelby State Community College

Sheiby State Community College is an accredited multi-campus, public institution governed by the Ternessee Board of Regents. The College offers university pendle programs and career programs including alkely health and nursing programs. The College is now occepting applications for the following laculy and department head positions for 1922 of positions for the collowing laculy and department head positions for 1922 of positions.

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Capartment Read of Social Sciences

The social sciences department includes him, psychology, sociology, psychology, psychology

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The Billed health sciences department currently includes programs in emergency medical lechnology, medical sastiant, medical bloorloops included and probables, pulsated herepossistent, and cilcologic technology, Potition receptives a material size greatment of in on allied health discipline. One years of technique generations of the postsecondary level and three years of leaching experience of the postsecondary level and three years of leaching experience in required.

quited.

Guita Focully positions—All positions require a meater's degree with or minimum of 18 graduate hours in the discipline with ecospions noted below. Even the control of the contro

Emergency Medical Technology—1 twelve-month position

Bachelor's degree; Tennessee EMT instructor suthorization; and Tennessee Paramedic Certification.

English and Literature—2 positions
English or combination of English and French
English and Remedial/Davelopmental Writing

Mathematics—3 positions, (1) tunure back.
College and Remedial/Developmental Mathematics

Medical Technologist—I twelve-month position

Bachelor's degree with national certification and Tennessee state licens required; General lab or immunachematology experience required.

Natural Sciences—4 positions
Biology/Microbiology/Anetomy and Physiology—3 positions
Physical Geography

Nursing—6 positions Child Bearing Femily Pediatrics Media

listrics dical Surgicol—4 positions

Orthotics—t twelve-month position
Bachelor's degree, Certification in orthotics by the American Board for
Certification in Orthotics and Prostbotics.

Physical Thorapy Assistant Coordinator—I twelve-month position Bachelor's degree, I.tonaad in Tennessee os a Physical Therapist

Rediologic Technology—1 twelve-month position
Bachelor's degree; Certification in Radiologic Technology

Reading—t position
Social Sciences—3 position
American History

Speech—t position Fine Arts—I tenum-track position To ensure hall consideration, opplicants must submit a Shelby State Applica-tion, résuné, and officiel froiscripts to:

official frouscripta for Shalby State Community College P.O. Box 40568 Mornphis, TN 38174-9568 (901) 528-8915; Fax (901) 528-8994

POUL SIZE-8915: Fax: (911) 528-9914.
Review of application begin duly 16, 1922 and vid continuu until qualified applicants on unphoped.
Sizelby Sizel Community of Collegie is no equal opportunity invilution and vectomes applications for improgramm or adulation operations of application for improgramm or adulation or application of applications college, review of the committed in adulation of a non-residity designation autom in odd.

John Wood Community College is searching for an expanienced, ensingetic lexibly leader to develop and support the college's curriculum. The procures in nine-morth, turnum-track to basedon candidate pool, a syndyner tomporrary position. Position open until filled, with needlette accreting to begin shift [13].

REBUT ORDINALITIES. In consideration of the condition of the conditio

ology QUALIFICATIONS: Cirectly releted teaching experience, previous community college teaching superience desirable, mester's degree in appropriete description as listed shove.

tempores: Armani Profusor, Wall teach graduate and andergraduate corners in the area of Economics, especially economic-tics and stativite, sure on laculty commi-ters, carry our research advise traderia; cragae or recruiting, and interface with the community. Ph.O in Economics with con-centration in connectivity and stativite;

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SAINT FRANCIS COLLEGE

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### POTSDAM COLLEGE

OF THE STATE UNIVERSITY OF NEW YORK

#### Temporary Faculty Positions 1992-1993 Academic Year

Personant follows, the oldest higher education histiation in the State One-state of other, the rolest higher offication frontinuous rate made University of beet York, nevies applications for temporary faculty appointments authorized for the 1912-03 academic year. These positions are designed to made critical needs where temperature positions are not in

present actallable.

During the post two years, De odain College has intensited it commitment to a undirectivation income of section to the State of New York and operated by the State of State of State of the Arts and occurring the Cartes of the State of the Cartes of the Arts and occurring the Arts and occurring the State of the State of the State of the Arts and occurring the Arts and occurring the Arts and the State of the State of the Arts and Arts and the Arts and Arts a

#### FULL TIME POSITIONS

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atmospy: To teach minergalaties and non-dept and participate in the general backing jourgam.

Psychology: To teach minesheardy capertnessed methods laboratoryl ketture courses and a more advanced level course in one of the following artos. Lemming and Memory, Physiological Depthology. Sensation and Percepture, Annual Belviour, Adonticed Child, Social, Personality, no Absorband Peach.

#### PART-TIME POSITION(S)

The following position (Jarenyal lable on a pare-time, temporary louis: Economics: A.I.D. assistical, Ph.D. preferred. One half-tima in two quarter-time temporary-position(s) available to nach ladinitial Organiza-tion and Principles of Economics.

Except where edictives indicated a Matta's dopter is required and teaching a specience preferred for all positions. Shortes for foll-time instruction-begin as \$2,2000 or in a cacking year. With an one will be evidened or receival and positions will remain a production will remain a production of the production of the

Chairperson Search Committee for (Ducopline/Position) Poisdam, NY 13676

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Or. E. Eugene Hall

Acting Vice President for Academic Affairs and Dean of the College
Affair: Undergraduate Elementary Education

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MANAGEMENT, Assistant Professor, Position is notewhile and may lead to team. P. D. a OBA preferred. A80 or professionally qualified distincted. Applicant to teach undergraduate courses in Principles of impression and Fluman Resources Management. Emphasis is on quality seating, with some research expected. APPLICATION PROCESS: Applications consisting of teaching and re-search interests, vita, Iranscripts and three letters of recommendation should be submitted for

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### MICHIGAN STATE UNIVERSITY

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**DEPARTMENT OF** RISK MANAGEMENT AND INSURANCE

COLLEGE OF BUSINESS ADMINISTRATION GEORGIA STATE UNIVERSITY

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Campbelleville Coffege seeks applications for the following August, 1992

Business Administration nications (Televisiun Emplusis) Ommunications (Televisium Empliant Sociology Director of Ubsary (M.L.S.) Director of Alumni Allairi Director of Finans Ial Development

Qualifications include: an easuard rise torate at the absorption from a regionally accredited institution, a history of higher order atom coperation and the ability to work well with students, for only, and the community. Salary is based upon qualitic attents and expects the e

Applications must be accompanied by a sourcest résonné, relicital franccipés and a minimum of dage, projessée na la reference re

All letters of application element for wanted by July 17, 1942 to: Mrs. Herty Wohel, Director of Personnel, Campibelt with College, 2104 West College Street, Campbellsville, Konton by 42/2 to 7799

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#### Faculty Openings 1993-1995

Easterns College, as innovative Christian liberel area college located in the Philatelphia area and committed to providing students with a quality education in a world Christian perspective, hopes to make full-time faculty applications during the area scalemic year, or possibly the following year, in the following area:

Accounting
Chemistry (with an emphasis an selence education)
Cummunications (including sheare)
Ecunonicat
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Organizational Management
Political Science

All applications must have extend decreases as he very near completion and nay he at any level, depending on the qualifications and experience of the candidates. Such are considered, considered reschedular the candidates. Such are related, interactive reschedular the chartist sake of taking "the whole gappet to the whole would" filter are College's must, up who who who in our community of scaleding colleges who are utilizing to provide an excellent education for the 1,000+ underproducts and produces audient who must be in the College and the contractive of the community of scaled colleges and provides and produces are produced and produces and produces and produces and produces and produces are produced and produces are produced and produces are produced and produces are produced and produces and produces are produced and produces are pro

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#### MASSACHUSETTS GENERAL HOSPITAL INSTITUTE OF HEALTH PROFESSIONS

#### HARVARD MEDICAL SCHOOL

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Arthur Kleimman, Cu Clade Medical Hilds Search Committe Department of Social Medicage Harvard Medical School Hall Humlington Avenue Bushon, MA 02115

#### SOCIAL WORK

Assistant Professor at Social Work. A nno-year appointment (Suptember 1, 1992-shrun 12, 1993) in a CSWE accredited becauseast program teaching plannatily practice and introductory courses. Sound department service (student wicklash, committees, etc.) is also aspected.

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Mus have an M S.W. degree irom a CSWE accredited school of social work
mul have year of post-master a practice superfance. An earned doctorate in
social work in a related field and social work teaching experience preferred. Salary range is \$25,100-\$32,000 depending on expen Send vite and two latters of reference by July 15, 1992, to:

Dr. Philip R. Engle, Chair Department of Social Work 480 Millett Hall

Wright State University is committed to a policy of equal opportunity and affirmative action and specifically ancourages applications from members of underrepresented groups.

Special region of the control of the Family Resource Management: Assistant/ Associate Professor. This Family Resource

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Full-time, tenure track opportunities Available September, 1992.

Dowling College is an independent, coeducational, liberal arts college lixated on Long Island, fifty utiles from midlown Manhattan, with an enrollment of 4700 under-

andrown Marthattan, with an entrollatest of 4700 inter-graduar- and graduatest students. Execultarizest and Masser's level (mit like Professborth Diphotal level are offered. The School of Education) offers certification pro-grams in Flomentius Phicarient, Secondary Education, Special Education and Iteratific, and Professional-Programs in Computers in Education, School Administration and September and School Desired

SCIENCE EDUCATION

Disctoral degree in Science Education and teaching experience at the Elementary-Sectralizity level are essential. Experience with Computers in Education and record of research and/or publications are desirable. The qualified candidate must provide leadership in expanding the current science comparia. current science program.

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Dixtonal degree in Educational Administration or inrelated field. Strong research, statistics and computer
lackground regulared. Experience in deveral program
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The College offers excellent benefits along with a competitive salary. Please send a lener of interest and run-rienhum wither to Director of Brunan Resources, Drawling College, Oakdale, LL, N.Y. 11769-1999.



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#### VANDERBILT UNIVERSITY SCHOOL OF NURSING

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Smil letters of application/nomination to Dean Collect Conway-Welch, Vanderbit University, School of Nursing, 111 Godehaux Halif21a Avenue South, Nashwille, TM 3720. Applications offile reviewed until postton filled. Salary and benefits competitive. Vandarbit University is an equal oncomputity. If fiftensity extrem university.

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#### **CAMDEN COUNTY COLLEGE**

#### Positions: F-T Faculty and Administration

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#### ALLIED HEALTR

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AAADIZHIC SMILS
English as a Second Languaga Faculty. To teach ESI at all levels advise, tutor and assts with development of ESI, program. Required Master's degree in TESO, or companible experience—gree ches with diverse populations required and familiarity with computer/schwarz.

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naturalization (Algebra, Statistics, Calculus—Master's degree in mailtenatics required, doctorale preferred.

Blusiness Program Teach a variety of business courses at the introductory and advanced levels (filinoduction to Business, Management, According Duriness Law, Economics), Massar's degree in Business are required; personal comparer ability with various applications software.

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Capable of heading Computer Studies council to the advanced levelcapable of heading Computer Studies, Networks, Operating Systems,
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Librariani Collection Development-To develop and maintain systematic development of the LRC collections. Required Master's Degree in Ubrary

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Personnel of Application and Personnel office Camden County College P. O. Box 200 Blackwood, New Jersey 08012

AAE/EOE-Women & Minorities are encouraged to apply.

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Contact:
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Tilton, GA 31794-2801

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#### **Faculty Development**

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Send résumé and names and telephone numbers of three references that can be contacted to:

Richard Gallagher, Ph.D. Professor and Director Division of Education Department of Family Medicine state University School of Medicine University Health Cermer 4-J 4201 St. Antoine Detroit, Mt 48201

### SELMA UNIVERSITY

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LIBRAHIAN: MS. from ALA-accredited institution, 2 or 3 years' experience in general operations of a four-year college library. Must have knowledge of automation and proven interpress. When needed, teach one course in Library Science. Tweete-month position.

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An earned doctorate preferred. Experience in academic counseling and career
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BUSINESSI Ph.D. or ABD. in General Business or Business Management or M.B.A. in Accounting and Management MUSIC: M.S. or M.A. in Music. Experience in Directing Choir. Background in Black Church Music destrable.

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July 31, 1772.
Send a letter of application, 3 letters of reference, copies of transcripts and contificates to: Vice-President of Academic Affairs, Selma University, 1501 Lapsley Street, Sohna, AL 36701.

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### CLEVELAND STATE COMMUNITY COLLEGE

#### Announces Openings for the Positions of

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to vision utilization and records until three years' related especiation
required. December preferred.

ASSISTANT FINANCIAL AID COORDINATOR
Selary Runge: \$20,000.578,000. Bachelor's degree and at least one year
experience in financial uid or related area are required. Mister's degree

preferred
FRENCHENGLISH INSTRUCTOR
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Salary Range: 522,000-528,000 | Academic Year). Master's depth inquired, ductorine preferred with successful completion of at last Rantunic sensester boars in both French and English.

thme Sementer Sona as noted that Williams (Sementer Sona) NURSING INSTRUCTOR Salary Range: 524,000-512,000 (Academic Yeart, Mester of Science & green in National required. Responsibilities will include clinical business and roordinating like Nursing Skills laboratory.

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Personnal Office Claveland State Community College P. O. Box 3570 Cleveland, TN 37320-3570 (615) 478-6205

Cleveland State Community College is an EE/O/AA/ Title IX/Section 504/A DA Institution.

Clirus Community College Ustrict has the following full-time instructor perto available beginning Fall Semester 1992

#### COMPUTER INFORMATION SYSTEMS

information regarding qualifications, applications requirements and salay stayle obtained by contactino:

Ms. Jean Melone Dean of Human Resources Citrus Community College District 1000 West Foothill Boulevard Glandora, Celifornia 91740-1899

FAX NUMBER (818) 335-3159 Closing date for submitting a completed application package is July 15, 1992. All required materials must be received by the deadline date or application will be considered incomplete and not submitted to the screening committee.

BULLETIN BOARD: Positions available

#### **Director of Career Services**

Emory Business School of Emory University invites applications and nominetions for the Emery Dustries and Services. The position requires supervision over all coreer position of Director of Coreer Services. The position requires supervision over all coreer ition of Direction ond frequent cuntact with students, recruitors and corporate pe services functions on a trapectal cultures with address, describers and corporate personnel. The primary responsibilities of the Director of Cureer Services are to morket the Emory Budgess School to the business community on a mutionwide lassis, and to counsel MBA Busicess School to the business out job scorel strategies. The position is a permanent full-time osition reporting to the Assistant Denn.

A MBA degree is prefurred and a bacholar's degree is required. The individual must possess a minimum of two years management experience in aither human resources or marketing, demonstrated ability in working with pumple, and knowledge of, and contects

Emery Business School, founded in 1919 and neerodited by the American Assembly of Emory Bushness Concor, sources in 1910 and necronical by the American Assembly of Collegiote School of Business, offers a variety of business programs including metagraduots and graduate degrees, os well no executive education, and is energing as on international leader in management education.

Application deadline 7/24/92. Please sond your resume to:

Department of Humon Resources, Entory University Please reference Position No. 130-4942BS.



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#### MERCYHURST COLLEGE

#### Assistant Director of Residence Life

Merchorst College, a small, private institution in Eric, Penn-rhana, has an opening in its residence life department for an ultratid factor to john two inher live-in assistant directors in a couly developed residential life program.

exemy enveloped institution in program.

End a sistant directury is responsible for approximately innohalf of the residential population including students and slaft,
steponsibilities include managing all aspects of an indi-pipatial residential environment—selecting, training, supervising
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Dales include supervising the programming 13. Dales include supervising the programming efforts of the Radad, oversceing student rounders, adjudanting discriptions or orientees and promoting community service.

Qualifications: Master's riegree in student personnel, courseings or related field, and resistence the equipment professor. Supervised States 15,600-93,000t. Send resume and three references by 189-24, 1992, to

Dr. Cary Onwn Director of Residence Life Mercyhursi College 501 East 38 Street Erie. PA 16546

For more information, call 814-824-2423.

#### **PHILLIPS** ACADEMY Andover, MA

#### ADMISSION

Praction in Admission in start August, Intitle Applicate most pressure or and intitle and pressure or and presented and interviewing prospective similarity conditions, and pressure and pr

Deadline: July 15, 1892. EOS. Résumés lo: Helosolh W. Joel, Jr., Dean of Paculty, Phillips Academy, Andover, MA 01810.

a cparience. Send application letter and re-sume, with namee, nddressee, and isle-ribone numbers of three relieva acts to Blas-betts R. Farman, loterine Director of the Librarine, Keroyo College, Gambier, Ohio-14902. Review of upplacetions will begin July 13 and confluent units a successful can-duate is identified. Kenyou is an Equal Op-portunity Employer. the indicremental properary, supervision of the thory developed to proper to estimatallo, Briffitanto extrove estimatallo, Briffitanto estreve estimato per la carring Resouse e Creitar, Ralarin 134,765-329,700 dependiento en qualchectiont. Aproportione date in August I. 1973 constituation date in August II. 1973 constituation date in August III. 1974 constituation date in

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Special Search Nursing Executive

There are few times that an opportunity becomes available for one individual to impact the future of nursing. Pitts is one such time.

The Department of Votare the Affairs is seeking executive level candidates, for the national position of Assistant Chief Medical Director for Nursing Programs, the top nurse management position within VA

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and organizations. Proven ability to utilize diversity as a

source of innovation. Successful nursing clinical practice.

Advanced degree in Nursing or related field and a commitment to continiting professional growth.

Of particular threat are candidates who have produced a race nized body of soholarship or research, have throughdge of the issues facing the VA medical refers; and have national recognition.

recognition.

This position, based, is offshington, DC, has a current salary of \$100.00 - Letters of application and Curriculum Vision and be received by August 14, 1992, and san in John T. Farrar, M.D., Deputy Chief Mades. Director (10A), Chairman, Search Comm. es. VA Central Office, 810 Vermont Ave. Washington, DC, 20420. Additional intermition may also be obtained by calling Lydia Americal and (202) 885,7602. 535-7602.

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Department of Veterans Affairs

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#### UNIVERSITY OF NEBRASKA AT KEARNEY Kearney, Nebraske 68849-7000

#### LIBRARY DIRECTOR

The University of Nebreeke et Keerney la located in south centrel Nebreske, Keerney is a progressiva, diversified community of 25,000, offering evide variety of ectivities from the eris to recreation. One of four institutions of the University of Nebreeke system, Keerney in its more than 9,000 students. The Library serves the more than 9,000 students. The Library serves the exist. A theoremsion center for the central part of the exists. A the central part of the exists. A the bester is a the central part of the exists. A the library has existed of 32. The library feelility is altrective library has existed of 32. The library feelility is altrective and the exists. A serving been completely remodeled in 1933. Responsibilities:

- lesponstbitties;

   Leadership of the library feculty and eteff

   Building strong ecademic end community raieilonships

   Long-renge plenning with the personnel of the library, university, end eister institutions Budget menagement

The successful cendidate must be qualified minimally with an ALA-accredited MLS and a econd master degree; substantial library edministrative experience; effective communication and interpersonal skills; as-perience with fiscal menegement; comment to innovative technology; and a record of professional achievement.

The Library Director reports to the Vice Chancallor for Acedemic Affeire. The position offers full University of Nebreeka benefits. Salery commenceurets with educa-tion and experiance.

Closing date for applications is July 31, 1992, or until the position is filled.

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Dr. Vern Plembeck, Cheir, Search Committee Calvin T. Ryen Librery University of Nebraska et Keerney Keerney, NE 68849-7000



#### Director of Intercollegiate Athletics **PURDUE UNIVERSITY**

Purdue University is seeking a Oiractor of Intercollegiste Abbetic to assume full responsibility for its westly programs. A member of the light no competitive spore is a process programs. A member of the light no competitive spore performed by the ast process tradition of Intercollegist and the process of the process of

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#### SEARCH RE-OPENED DIRECTOR OF PERFORMING ARTS

Occidental College

Occidental College, a nelicosaly recognized liberal set recognition patientices for a Director of Performing Arts. Coordinality with conditing applications for a Director of Performing Arts. Coordinality with recognition of the College of the Performing and scalettics. Or the Terming Arts. Collection and management as conditions and the College of t

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To apply, candidates should submit a résumé w/3 names of references & searcy history and letter of application by August 1, 1992 to:

PERSONNEL OFFICE OCCIDENTAL COLLEGE 1600 Cempus Road Los Angeles, California 90041

Occidental College is an Equal Opportunity, Attirmative Action Employer Minority and Women Applicants Encouraged to Apply

#### INSTRUCTIONAL DESIGNER

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The Chronicle of Higher Education • July 1, 1992

OF ADMISSIONS

This senior staff position reports to the Dean of Admission and is responsible for all phases of planning, coordination of the property of the tional recruitment desired.

To spply, please send your resume to: Office of Human Resources/Affirmetive Action, 100 Bescon Street, Boston, MA 0216, We ere an Equal Opportunity/Affirmative Action Employer. Women and minorities are encouraged to spot

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#### **DIRECTOR OF ALUMNI AFFAIRS**

The Director will develop and implement program which suck earl smoot a national ailured constituency and will provide overall direction and school of the Chicago Technoloc College Chicago State University Mayer Agadesia. The Obsertor will communicate and interact with thewate constituence in the Chicago Chicago State University Mayer Interactive Chicago Chicago State University Mayer Interactive Chicago Chicago State University Mayer Interactive Interactive

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Johnson County Community College DIRECTOR OF DEVELOPMENT

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Condition for positions must cend letter of apple atom, full resume, transcripts, and reference to Office of Personnel, MUW, Box W-4609, Columbus, MS-39701

MUW is an Affirmative Action, Equal Copportunity Employer Women and importures are urged to apply.

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#### WAKE FOREST UNIVERSITY

#### Director Intercollegiate Athletics

Wite Brest University, Incated in CVm-ton-Salem, North Cardina, is a given 135-year-old liberal arts undern-sty with approximately S. Bil Schedenhad RD Inculty in six-almols inclining the Bosoman Gray School of McKing).

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The position offers a competitive valury and benefits. The audividual selected for this pusition will be expected to join the University as suon as feasible.

Applications and numinations, accompanied by resumt, will be re-viewed beginning immediately. They should be received by july 15, 1902

ence should be addressed to Edwin G Wilson Char, Seath Committee Wake Forest University Box 7269 Reynolds Station Winston-Salem, North Cambras 27119

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North Carolina's only Public Hered Arts I Informity service Available Discount of Antiba-ction of Antiba-tion of Antiba-tic and Antiba-country of Antiba-country of Antiba-tic and Representation of Antiba-tics and Improvementation of a new projection of Antiba-tion, and Improvementation of a new projection of Antiba-tion of Antiba-tion of Antiba-tion of Antiba-tion of Antiba-tics and Antiba-tics and Improvementation of a new projection of of requirement adulestors stall recontinuent program for inhun-ity students. Starting salary: low 20's. Salardt résumé, rower letter, and mours of three rele-

President Ditte Inversity of North Constinu at Asheville One University Hinights Asheville, NC 28804

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every week in The Chronicle.

The successful candidate will be responsible for administering and marketing the College's planned glying program. The individual will be actively involved in the cultivation and solicition or major as well as planned gift projects and will play a key role in the next campaign presently in the

Mariells College, a dislinguished private, non-sectarian liberal arts college which diters a wide variety of traditional liberal erts majors, invites nominations and applications for two newly craeled senior development positions:

DIRECTOR OF GIFT AND

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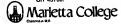
This position requires a proactive individual familiar with the mission and I'illi possion requires a procedive inclividus if amillar with the mission and value settined of a private college or university. He or she must have concerned to exhibit to market planned giving vehicles to potential control of the process of th

### **SENIOR DEVELOPMENT OFFICER**

The successful candidete will be responsible for identifying, cultivating and soliding major gill prospects. The included will be charged with developing such fund relating committees as are necessary to the success of the operation and must longe functional working relationships with tacuity for purposes of effective tund raising.

This position requires a highly motivated individual with excellent writing and This position requires e nigray movements unavouse with excessive mixing speaking skills. He or she must have a personal commitment to a private liberal ents extication. A Bachebr's degree is required. The successive dideas must have a minimum of seven years total experience in development, tour years of which should have been spent in fund relating at a senior tevel. Compute iteracy is highly valuated in this position.

Send a letter of application and resume by August 1, 1992 to: Liss Welsend, Office of College Advancement, Marietta Collage 215 Fifth Street, Marietta,



Mariein College is an afternative action and equal opportunity educator and employer. Women and minorine are encouraged to apply.

#### **Business Affairs**

Instituces Manager A private cal-lege in Sim Franctivo, CA Instituce applications for the product of the product of the product the cited francial affect of the cel-lege in dreet change of basics and financial affect of the cel-lege in dreet change of basics and financial affect of the cel-port directly in the production and noncial operations, involutionals, lected and safet subsisted financial approximation the preference candidate will be a proven lender, propagage and committed concandidate will be a proven leader, manager and communicator, eldiled financial analyst, and on ac-counting expert with symillority with a communication of the con-traction of the communication of the butters and eliminate of called in higher education. Describer as-sume and three references to Box 26-2100, The Chronicia of Highar Education. Foreign bear that them Sept. 1, 1992. EDEPART. A TRUM LES

SEARCH REOPENED VIRGINIA COMMONWEALTH

UNIVERSITY Assistant Director of Financial Alti

Counseling Services The Asshurt Director's responsible for the daily operations of the Academ-ic Common Franciski Aid Commeding Center. Responsibilities include the controlling of an advantage resultants, respectively of commen-sativities and hard Gel Legariment in Indiance, spellcation review, and the commensation of the commensation of the commensation of other management of the commensation of the commensation of other procedures, policy and procedure recognizedation, and serves are a member of departmental enoughment of the commensation of other commensations of the commensation of the commensation of other of departmental enoughment teams.

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preferred.

Salary range: \$25,000 to \$29,000. Applications must be received by July 15, 1992. A letter of interest, résumé and the names, addresses and telaphone numbers of three references must be submitted to:

Ms. Joyce A. Wilkins Financial Aid Search Committee Viginia Commonwealth University 901 W. Funktin Street, Box 3026 Richmond, VA 23284-3026

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#### NAVAL POSTGRADUATE SCHOOL Monterey, California

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Securis the Naval Postguiduale School is a lederal institution, applicants are sequined to submit an Office of Personnel Management (OPM) Standard Form 171. A curicularia value is also required. The new Library Overcits will assume his/she responsibilities no later than 1 July 1993. The closing date to upplication and form 171 mg

Dean Barry Frew (Code 05) Nuvul Postgruduute School Monterey, CA 93943 The Naval Postgraduute School is an Equal Opportunity, Affirmutive Action Employer convalited to cultural diversity. Worsen and rein orities are encounged to apply.

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#### DIRECTOR OF PHYSICAL PLANT

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With an operating budget of \$12 million and a striff of approximately 170, the plant includes over 100 buildings (2.7 million square feet), and approximately \$25 contiguous acres of land in the center of the City of Northwarpton, Massachusetts.

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Salary is commonsurate with qualifications and experience. Interested candidates should submit a letter of application, résumé and three references by July 27, 1992 to:

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Office of Human Resources

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38 Bolmont Avenuo

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The Community's College

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QUALIFECATIONS: Ph. O. priceded, MS minimum; solid administrative, research and field experience, Nature flower experience in the region and have uppfied background in the specific content. Aircraft is content, Aircraft is the extensive experience in marine resource management or marine excelling in the area. TO APPLY: Send letter and CV to: SCI Search, School for Field Studies, 16 Broadway, Beverly, MA 91915; (508) 927-7777.

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Azusa Pacific University

DEGREE COMPLETION PROGRAM Jam Bedle University is seeking applications and reominations for this US modelahilatative position. The university is in the pain cost of developing a degree coupleton program and is seeking immediate leadership for the pagna. The list offering is a lower-row animal-structure degree.

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CONTRACT ADMINISTRATOR

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DIRECTOR OF

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Dr. Kyle R. Certer, President UNC Research Corporation University of Northern Colonula Greeley, Colonndo 80639

THEME IN The Washington College of Lewson an admission professional for the position of Director of Admission Pleased Miles (Simple College) and Director of Admission Pleased Miles (Simple College). The Director of a position of Director of Admission processing the position of the College o supervises a full-time stall of 5 and sever including a minority student recruiter.

inclusing a minority sustem recruiter.

Qualifications: Bercholor's degree required, relevant Muser's degree preferred; at least five years experience in higher education and financial sid; and demonstrated written and train communications and financial sid; and demonstrated written and train communications sidils. Experience with all phases of law school admissions, admissions recruitment and conversion, financial sid, and admissions admissions recruitment and conversion, financial sid. and mainframe and microcomputer applications to the adult process are highly desireble.

Applications should be sent to: Joanne Lawton, Assistant Dean, P.O. Box 281, Engle Station, Washington, D.C. 19016

Applicants should include cover letter, resume, and salary history. Application deadline: August 15, 1991, An EROAA University. Women and minorities are encouraged to apply.

# STLAWRENCE

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Ma. Maliesa Jadina, Search Committee Chair Owan D. Young Library, St. Lawrance Holversity Cuolon, NY 13617

St. Laurence University to committed to featuring multicultural discussy is in faculty, staff, student body and programs of instruction. As on Equal Opportuition, Affirmation Action amplopes, we specifically encourage applications from manner, minorities and perpension with deal-bitties.



#### ATHLETIC DIRECTOR

Tacomo Community College is seeking conditates for the position of Athiesio Direction. The college to committed to increasing the developed is a locally and staff and encourages applications from qualified individuals with substantive multicultural experience or appetrix. The sealer of a southern the method unit experience or apprilia. The sealer of cardiodate with the responsible for odmn sterring of septiments of the sealer of the sealer

Additional information and application materials may be obtained from the main Resources. Recome Community Library, 9500 S. 12th Sci. Consideration, 25455. (2081 568-5074). In order to be granted consideration, applications must be received in the Human Resource (Trice by 4/30 p.m. on July 131, 1342. AAJECE.

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Yithyne State University

UNIVERSITY OF MAINE

#### DIRECTOR

#### CENTER FOR COMMUNITY INCLUSION A University Affiliated Program

Responsibilities: Provide programmatic and administrative leuderably for the University Altillated Hosparin including all neports oil is Interdisciplin-ary Trasting. Eventyal Programs. In Centucial Assistance, and Reasenta and Disconlination activities; liste and suspervice solit; provides liaison with pub-its and nivelies groups connected with developmental clubsibilities of the inter-sant and interface and another transfer funding for the program from public and physics souther.

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Minimum Qualification as Dactonic in developmental disabilities or related to the formation at leadership in the field of developmental disabilities eligible and the second percentage of the developmental percentage of the percentag

Salury: Commensurate with experience and other qualifications; full range of University benefits; full-time, fiscal year position dependent on external funding.

Applications will be reviewed beginning July 17, 1992 and will be ongoing until the position is filled. Send letter of application, vila, and three letters of reference to: Prol. Utturnark, Chair, Search Committee, University of Maine, 24 Culturn Hall, Oreno, Mil 04469 (fixe 2017881-479).

The Unit emily at Maine is an Equal Opportunity, Attemptive Action Employee.

**FISCAL MANAGER** 

#### STUDENT UNION ASSOCIATION

San Francisco State University

S.F.S.U. Student Union secks a crantive, progressive, and dynamic professional to corvo as Fincal Manager.

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SALARY: This is a full-time appointment with a beginning solary range of \$34,000-\$36,000 navigaly.

APPLICATION: Applications will be accepted through July 17, 1992. Onaired appointment dute is September 8, 1882. Submit letter of

8 F.U.I.) STUDENT LINION, ATTN BELECTION COMMITTEE LBNG (IOLLOWAY AVENUE, ROOM R-132, BAN FRANCISCO, CA 84132

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#### CAPITAL CAMPAIGN COORDINATOR California State University, Sacramento

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#### **SEWANEE** The University of the South

The University of the South, popularly known as Sewaces, invites applications and nominations for the position of Director of Development. This is sentor level position which reported lirectly to the Vise-Tresident for University Relations.

Minimum requirements for this position include a

Minimum requirements for this position include a Backelor's Degree; seern years of sausestial development experience, preferably with espesience as a Director of Development at the collegate level; understanding of and commitment to the mission and pus pose of a clusted related liberal arts college, capilac anappine experience essential; strong management and organizational stills; escellent interpersonal and communication skills, both ornal and writter; Interpersonal and communication akills, both oral knalwitten; strong leadership ability a bility to function effectively in a complex or ganizational settings ability to work effectively in a complex or ganizational settings ability to work effectively with an supervise a highly motivated, emergetic, and committed development seals; skill in dealing with a large corps of whilly to relate well to faculty, adeministration and culture staff; an exceptionally high level of naturity and judgment. Reappossibilised include administrative and operational supervision of the University's fund-rabing program, including annual giving, among gitting, planned giving, foundation and corporate relations and church giving arving with other cuttern; playing employed giving, foundation and corporate relations and church giving average with other cuttern; playing employed giving.

sealor directors as membe of Vice-Predictor's management team; plasting a major role in establishing fund-railag goals; short and long team planning for development program; secompanying sentor campaign volunteers on major gift calls; working elsoesly with the campaign elirector in executing 49.15. million capital campaign eliready well undersay; developing and reviewing development office budget. The University of the South, founded in 1827 and owned by twenty-eight Southern discesses of the Sphecopal Church, consists of a very electric, eccelerational, reledental literar area college of 1,100 autoents med and will be commercurate with the successful candidate's qualifications. Selary and benefits are competitive and will be commercurate with the successful candidate's qualifications. Review of applications will be fulled by the end of the supmerc. Letters of applications allowed be alond to secondarial the summer. Letters of applications allowed a louded be accompanied by summer.

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Trun Watson, Vice-President for University Relations The University of the South 735 University Avenue Sewatte, 178 37375-1000

The University of the South is an Equal Opportunity Employer.

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#### BETHEL COLLEGE McKenzie, Tennessee

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Bethet Collego, a small, 150-year-old Presbyterian college in West Tennessee, seeks a manic, can-do person to serve at Assistant to the President for Admissions and Financial

on.

Mask run a program to recruit 200-220 new students per year with assistance of 5nomber admissions staff and 2-member financial aid staff. member admissions sull and 2-member financial aid staff.

Heister's professed, bashelor's required. Mest have 4 or more years of effective admissions experience and must demonstrate ability to manage a small college admissions experience and must demonstrate ability to manage a small college admission program. Report directly to the president and six on 2-members to liege cabinet Applications secreted through suly 13, 1992. Position available August L m os soon m Seed letter and résumé to:

SIH Elkins, President Bethel College 212 Cherry Street • McKenzie, TN 38201 Bethel College is an equal opportunity employer

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DIRECTOR DF CONTINUING EDUCATION—a full-time sweive-menth portilen is available immediately. Essential functions include servic-DRIGHT THE LIFE COUNTY FOR THE STATE OF THE

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Candidates must submit a letter of application, a secured, and the names and telephone numbers of three supplyment references by July 22 to the Director of Personant, Combing Community College, One Academic Drive, Conning, NY 14830. A member of SUNY. AAPEDE.

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Monmouth College

HEAD FOOTBALL COACH

Meanwash College Invitos applications for the position of 10-12. Couch of its steady created Gradual FAA runs-achtel only built built ill program which will begin continue to the continue of the continue of

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The position requires successful evaching experience with a minimum of five years at the collaguate level or comparable experience and a significant invokedge of competitive football.

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The successid candidate will be required to comply with and denun-state issueledge of and commitment to NCAA rules, specifically those generaling recultiment. Additional responsibilities tockule the munage-ment of the operating budget; and uctive participation in lund-raising

schusies. Salary commensurate with experience and qualifications. Liberal hinge benefits including tuition remission. Please forward a carrent resume and over lette ange with three felters of recommendation including phote numbers by July 10, 1992 to:

Patricla Swannack
Director of Human Resources
Monmouth College
West Long Branch, NJ 07764

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DIRECTOR OF

TRAINING AND STAFF

DEVELOPMENT

Rootto Uliversity is currently seaking applicants for a Director Officiently in currently seaking applicants for a Director of Tetaling and Salf Development. This position reports to Ver Persident for Floruma Recoverses and has responsibility for the planning, development and delivery of Irushing programs with very libraries. The districtions of the departments and the very libraries of the planning of the very libraries of the planning programs are made to the planning of the very libraries with all provides information through programs and make the development of those who participate. The districts will also provide information through programs are made with the provident of the planning with the provident of the provident o

attailates in the development and delivery or programs. Qualification deleted include a Mauer's degree in a relevant field or ne equivalent combination of education and experience plus fives ormous years in the development and the delivery of intelleg programs. Experience in working in a culturally diverse mixtenents required. Knowledge and/or apperience in organizational development and working in a metrix organization include.

Returnes will be accepted until the position is filled. Send lotter of application and two copies of resume to Office of Human Resources, Princetoe Uolveralty, Clio Hell, Princeton, NJ 08544. Atta: Dept 1609-DJ

Princeton University

#### DIRECTOR SCHOOL OF THEATER

The Callege of Fine Arts at Chio University Invitors naminations and applications for the Oractor of the School of Theses. The Chrector provides the advantational, elementarious and erization leadership for the provides the advantational, elementarious and erization leadership for the blass of the College of Dynam of the school and reports dended to the blass of the College of Dynam of the school and the College of Dynam of the school and the College of Dynam of of Dyna

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October 19, 1992 January 1993 July 1, 1893 Commensurate with experience

To apply, please send letter of application and our riculum vites with a list of references. Please have three lotters of recommendation and

ou ned nomientienn should he submitted to:

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Attent, CH 457D1

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#### University Controller

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Brandes this west seeks on experienced, successful professional for the position of three-sell Contrales, reporting to the Univestity Records, the Controller extended and monitrating accounting externs and procedures, and prepared functions supervised by the Controller of the Controller has primary responsibilities of controller from the Controller has primary responsibilities and registerior of Indirect cut elimburational for front into the factor granding agencies.

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Please forward your resume to Employment Administra-for, Brandels University, P.O. Box 9110, Wolfhom, MA 02264 before August 1, 1992. Please refer to Job \$109.

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#### **Director of Scholarships** and Financial Aid

Wayne State University is a major research-oriented university with an urban tracking mastern free migraphy of its undergradutes are trauler sunkers, and monotions all awards and discusses and awards and discusses of the state of the state

located in the school of Law and Medicine.

Candidates for the electrostally should have experience in operating a manifeste grissian, evidence of successful involvement in professional cognitions, and the control of the control of

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ouve. Bates should forward a letter of application, résumé and three letters of mandadon by July 20, 1992 to:

don by July 20, 1992 to: Dr. Edward Sharples, Assistant Vice President Enrollment Services Wayne State University 470 Student Center Building Detroit, MI 48202

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#### FINANCIAL AID COUNSELOR Georgetown University

School of Medicine

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UNIVERSITY OF MAINE at August

#### COORDINATING COUNSELON SPECIAL SERVICES COUNSELOR

SPECIAL SERVICES COUNSEIGE.

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#### **Program Officer** South/Southeast Asia Programs

Social Science Research Council

The Social Science Research Cornell (SSRC) invites opplications for a Progens Cilicar to sowe in its program on South Asian and Southeast Asian Stallars. Working principle Houseagh the joint Committees on Asian Stallars. Working principle Houseagh the joint Committees on Name and the significant states of the social sportness with the Southeast Asian Stallars and Southeast Asia, which his Connect approximate with the Asian Stallars and the social soliciness and branching for confidence regulars solicines in the social soliciness and branching for collisions are not the worked to support declared and post-declared relating and miles regions, to pravise down when the southeast soliciness and the social soliciness and the soliciness and

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und familiterity with South Asia. Prugram Officer responsibilities include organizing scholarly meelings, workshops and conferences; praviding prolossional appent for sta-wardshops and conferences; praviding prolossions to provide to under the providence of the providence of the providence of the property of the providence of providence of the providence of the providence of providence of the providence of the providence of providence prov

institutions working on the region.

Petros program management or administrative experience is destrable.

Salucias begin at \$37,000 for pre-Ph 0.1 and \$42,000 for those ulready holding the Ph.C. Provisions are medu to unable Program Officers to continue their professional development while at the Council. This position will become eventpiness wants at the country, 1992 or as as soon therefore or is mutually agreeable. Candidates should submit in lotter of application, curriculum vites, and there lotters of reference to:

South/Southeast Asiun Program Social Science Rassarch Council 605 Third Avenuu Nuw York, NY 10158

The Social Science Heserch Council is an equal opportunity amployer, upplications are especially encouraged from woman and subscribes.

#### ACADEMIC BUDGET OFFICER

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Clouleg Datus July 15, 1992.

# Associate Director of

### Special Gifts and Projects

#### WEBSTER UNIVERSITY

The Associus Director of Special Gifts and Phylests will be repossible for expending the number of dancet and increasing danner loader of involvement with Websetz University. This Individual will solicit potential and existing dances, plant and manage gifts of the versit, and provided a series of the production of the series of the production of the pr

development/solicutation maserusu.

Qualificasions include a Bacchelor's degres; 5 ysars' saperieose in educational fund raising/devalopment with tilreck record of iners asingly successfel results; initiative and creativity; "team spirit"; effective vesbal und
written communication skills. Please seed résumé and covus latter to:

Office of Development Webster University 47ff East Luckwood Avence St. Louis, MO 631 19-3194

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An update from Washington on what's happening in Congress and in the federal agencies that's likely to affect colleges and the people who work in Academe ---

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#### DIRECTOR-CONTINUING EDUCATION OF THE BAR

Division of Academic Affairs

The University of California, Office of the President seeks a Director of Continuing Education of the Bar (CER) in the Division of Academic Affairs. The I inversity seeks an individual with a solid understanding of the educational needs of lawyers and the mission of continuing legal rducation, who is experienced in administering a large-scale organization, who possesses effective organizational and management skills, and who can provide dynamic leadership and ling range vision for CEB.

Exentinging Education of the Bar is a joint venture of the University of California and the State Bar of California designated to provide continuing legal education to California lawyers throughout the State through, a variety of programs and publications. The program operates on a financially self-supporting annual budget of more than \$18 million and employs 45 full-time attorneys and 210 non-attorneys CEB is administered by the Senior Vice President—Academic Affairs and the CEB Governing Committee. The Director has overall administrative. fiscal, programmatic and strategic responsibility for CEB. Reporting to the Statewide Dean of University Extension, the Director is also a member of the Governing Committee. The offices are located in Berkeley.

REQUIREMENTS: Demonstrated executive or sentor level leadership and/or administrative experience in a similar or related organizational scriing, substantial experience administering a multimillion dollar hudget: strong scademic program and publications revelopment; ilentonstrated background in long and short term strategic planning in un academic of husiness environment; possession of superior collaborative relationships among a variety of professional organizations, a law degree from an accredited law school and law practice experience are strongly preferred; evidence of understanding and commitment to continuing legal education is essential.

SALARY RANGE: Commensurate with qualifications and experience. Problem benefits

APPLICATIONS: Send numinations or a latter of application, resume. and the names of at least three references by July 31, 1992, to: Executive and Management Recruitment, Screening Committee 5-91, Proversity of California, UC Office of the President, 300 Lakeside Drive, 9th Floer Clabland, CA 91612-4550, EDE/AA



EXIMITATION OF CALIF Office of the President

#### Admissions

Assistant Director os Associate Director position available at Daniel Webster College, Responsibilities Include Issues, student Interdevating and application review. Additional responsibilities with the proposition of the proposition of the proposition review. Additional responsibilities with the proposition of the

### Daniel Webster College

AVIATION / BUSINESS / COMPUTER SCIENCES / ENGINEERING

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#### DIRECTOR SCHOOL OF MUSIC

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grants development, souther resource and community and Application deadline: October 19, 1992 Interviews will be conducted damagy 1993 Appointment begins: 1993 Safary: Commensurate with background and experience

Salary Commissione with belonground and expension. To apply please send letter of application, curriculum vitae, and a list of five references with their addresses and phone numbers. Please have three letters of recommendation sent on your behalf. tions and nominations about he aubulited to:

Dr. Dora J. Wilson, Dean College of Fine Arta
College of Fine Arta
Search Commiltee for Directly
Jennings House
Athens, Off 48701-2979

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# SOTHERMAL COMMUNITY SOLITOR

Student Affairs Positions

program, maintain related records, and assist in student tracking. Other responsibilities may include recruiting counseling, and student orientation.

naselor/Recruiter: Serve satellite campus and main pus in recruitment, counseling, and student orienta-Must be able to establish and maintain rapport with

Requirements: Master's degree in Studen! Affairs or Higher Education Administration with student development em-phasis required. Community college experience preferred.

Send letter of application and resume to: Lujuanna Clayton, laothermal Community College P.O. Box 804, Spindale, N.C. 28160

Application deadline is July 17, 1992

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#### SAINT PETER'S COLLEGE **CAMPUS MINISTER**

There is presently a full-lime position available at the college for a CAMPUS MINISTER.

college for a CAMPUS MINISTER.

Campus ministers report in the literator of campus autistity and work on/with the ministry team. This campus minister's and work on/with the ministry team. This campus minister's and services and the pragmus it insister "peace and just possible the programs and the pragmus it insister "Peace and just possible of withouter (migeris) recruitment for and savaluotion of withouter (migeris) recruitment for and savaluoties of students in the various volunteer and social sisten of support and recruitment for all single and formation of support and reflection groups for these programs. Other respussibilities include pastoral courseling, ratent work and literatical celebration.

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REQUIREMENTS: Three years' experience in ministry which includes social justice (avolvenient sml pastoral counseling. Member of the clergy preferred.

AVAILABILITY: Immediately SALARY: \$19,000.00 per year

Interested applicants may obtain and file un applica-tion in the office of educational services, Snint Peter's College, Room 19, Rankin Holl, Jersey City, New Jer-sey 07306 on ar before July 20, 1992.

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ENERGY SUPPLY AND CONVERSION DIVISION ENERGY INFORMATION ADMINISTRATION 990,000 to \$112,100 Per Annure

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Conditions must be exchanged to prevent the 111 integration of terminal and starring programs and price items; (i) expensioned representation and failures; (ii) expensioned to provide the contract of th

The Department of Energy is an EEO/offensaine action employer. To apply, submit an SF-171, Application for Federal Employment, and a supplemental addressing each of the qualification factoral fluid above, postenerized no later than the 1,4903, to

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U.S. DEPARTMENT OF ENERGY, WASHINGTON, DC 2019 Direct inquiries to: (202) 586-8450 U.S. CITIZENS| IIP REQUIRE!

### DIRECTOR CENTER FOR TEACHING **Vanderbilt University**

The College of Aris and Sciences in Windcallin Dividently is seeding a Director for list Center for Teaching. The Center is desired by Teaching. The Center is desired by Teaching. The Center is the Center for Teaching. The Center is the Center for Teaching of Teaching on the undergogness of the Center feedback as writery of efforts as prevent in the Center feedback as writery of efforts as prevent in the Center feedback as writery of efforts as prevent in the Center feedback as writery of the Center feedback as writery of the Center feedback as the Center feedback as writery of the Center feedback as writers as

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# The Chronicle of Higher Education • July 1, 187

Associate Director of Admission

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Candidates should submit a letter of application, a resume, adding

Paula J. Milchell Director of Adralssion ithaca College lthaca, NY 14850

Review of applications will begin langed hiely and will confine to a sullable candidate is found. Preference will be given to applicate received by July 17, 1992.

Hana College is an Equal Dyportunity. Afternative Action Employer.
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#### THE UNIVERSITY OF PENNSYLVANIA

#### Department of Development and Institutional Planning

#### DIRECTOR OF DEVELOPMENT RESEARCE AND ANALYSIS

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University of Pennsylvania Room 510 FB/6285 3451 Walnut Street, Philadelphia, PA 19104 Application Deadline: July 17, 1992

AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

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#### The University of Texas at Austin Physical Plant

#### MANAGER OF ARCHITECTURAL AND ENGINEERING SERVICES

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Suring mary in \$40,836 or more, annually. Excellent fringe benefits.

James and letter of interest by July 21, 1992 in:
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Office of Personnel Services and Employee Relatione
The University of Texas at Austin
Phys. C., Drawer V
Austin, TX, 7871 8-7149

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#### Coordinator of Research

South Carolina Department of Mental Health

JOB RESPONSIBILITIES INCLUDE:

Sour Maria PIPS INCLEORS: Developing a research program for the S.C. Public-Academic Mental Health Consortium, developing linkages between SCDMH, the Consortium and mental feedily researchers, and ficilitating inter-institutional research opportunities.

QUALIFICATIONS:

Avanarica LUINS:

Reprince in mental health research with an ubility to differ computer data bases.

Adoptine degree in the suchal sciences and fluce years of plated and process of the suchal sciences and fluce years of

whatel experience preferred or master's degree in the social schares and five years related experience.

Salary range \$32,895 - \$49,342, based un tincillo and experience.
This is a grant-lumited position for a duration of two years.

APPLY TO: SECTION Employment Mausger S.C. Department of Manual Health P.O. Box 485 - Columbia, SC 29201 803-734-7670

DMH South Carolina Department of Mental Health

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#### DIRECTOR OF GIFT AND ESTATE PLANNING

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OUALIFICATIONS: The successful caudidate will have:

a baccalaureare or lugher degree I five to saven years of experience in sarate planning, trust management, or financial planning

knowledge of planned giving techniques and chattable giving related tax

laws

a deministrated high levels of susigy, initiative, and succeptional interpersonal skill?

SOLISI SKILIT (NS: Application should submit a detailed; cleumf and supplements, addresses, and thelptone numbers of share references. All infoiancious should be seen to F. Malle Whittoles, Vice Peraduan for University Detailorus, Carpine the 8779, Server University Detail, Pierde 327-78. All correspondence will be in mice confidence. Applications should be received by Aquapt. 7, 1992.

Stetron University is an equal opportunity surployer.

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### University of Virginia University of Vanguerian Director of REGIONAL DEVELOPMENT PROGRAMS

The University of Vingela is sneding applications for the position of Director of Regional Davelopment Programs. Under the direction of the Associate Vice Presidents for University Development, the new serfal test position is the University Development Office will establish, organize, and direct a steam of regional development officers and will remarge but interfactions, understand, solicitation, and stewards of prospects to regional second-intervals.

outrin on the University.

This destinates for facily position requires a matter's degree or equivalent experience and a minimum of law year's experience in farsh reliefly with evidence of increasing repromotibilities and growth. Cortificiate based in words are considered in the control of the control of

Applications would be appreciated by July 20, 1972, but will be accepted until the possible in filled. A letter of application and remain should be sent to:

Charles B. Fitzgerald
Associate Vice President for Development
University Development Office
Post Office Box 9013
Choelotiesville, Virginia 22906-9013

The University of Virginia is an Equal Oppo Affirmative Action Employer.

Women and minorities are encouraged to apply.

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### SCRIPPS COLLEGE

**Director of Public Relations** and Communication

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Candidates should submit a letter of application, résumé, and the names and addresses of these references to:

Linda Oavis Taylot Vice President opment and College Relations Scripps College 1030 Columbia Avenue Claremont, CA 91711

AA/FEQ

Coverage of breaking news that affects higher education—from etete capitals, academic conferences, and campuses throughout the country and the world -

every week in The Chronicle,

#### LOS ANGELES COUNTY SHERIFF'S DEPARTMENT **EDUCATIONAL DEVELOPMENT** COORDINATOR



The Los Angeles County Sheriff's Department is easking into-seated applicants for a future non-even position. The person holding this position will be engaged in the development, implementation and coordination of training programs for its Department and will work under the direction of the Chief of the Administrative Division and the Commender of the Sheriff's Tealerth Research.

The coordinator's primary responsibility will be to provide tech-nical activities and essistance to Department personnel engaged in the development of curricula, presentation of instruction and tening, and the testing and evaluation of employees participat-ing in moralit, in-edivice, and specialized training.

QUALIFICATIONS: Candidates must possess a minimum of QUALIFICATIONS: Candidates must possess a minimum or tour yeary just prolessional operations within the australica-tion or vocational intring latel; hazdring and training, sheebpring sociated intering activities. In addition, the candidate man have a Ph.D. or being declared legislation as candidate universal latel and additional control of the candidate change and additional control of the candidate change social science, or a related field (a J.D. does not qualify).

A Master's Degree in a field of education, behavioral science, social science, or a related field and any combination of relevant education entire experience to leafing seven years will be correct entire the candidate does

Professional experience in the field of law enforcement treining is highly desired.

SELECTION PROCESS: The selection process will consist of an evaluation of professional and personal ecomplishments based on resume Information. The top fifteen most qualified applicants will be invited to an interview.

To compete in this process, it is essential their you forward or neume describing ecademic achievements and veloven work experience and isoporsibilities of positions had which provided qualiflying experience for the position. Resumse must be received by August 31, 1992.

SALARY: The proposed selery single for this position is \$54,367 to \$81,551 amusily. Appointment may be made at eny stop within the single depending upon the qualifications of the successful candidate. It is enticipated that insist appointment may be on a 12-16 month contract basis, leeding to a permanent appointment with the Stretiff at Department.

exportantion was the catenate Legistration. The Los Angales County Sheriff's Department, Peteromet Sarvices, Roccultment and Selection Unit, 211 West Temple Street, Room 436, Los Angales, CA 90012. ATTN: Elsy Monterose. An Equal Dipportunity Employer MiF.

#### **Acquisitions Librarian**

Litrary, Technical Services, Acquisitions Librarian, Responsibilities acquists all materials and aupphen for Dols Smith Library, wenty bildiographic disk, checkin product gendericals, checking production states, and approves 2 + FE staff. Musp, product reference provides as responsed, Recquises as affections desirabilities and approves 2 + FE staff. Musp, product genderic genderic sizes accommodated and production of the production of

Deadline: August 5, 1992. An Equal Employment Opportunity, Affirmative Action Employer

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#### STUDENT SERVICES/REGISTRAR'S OFFICE

#### Registrar Staffing #A021

Provides leadership and direction for the seministration of comprehensive student recorders of explication services. Interest his state of the services interest his state of the services interest his state of the services of computerized vector services. The services is serviced to the seminary services of the servic

wasylute, interpactions and communication skills required. Working Conditions: Fissible scheduling be required including eventually and work during some periode of the registration schedule. Periological in the registration schedule. Periological control in properties professional associations is expected. This is a full-time, SAM 3 position.

one will be eccepted until the position is Itilad. interested candidates should submit a letter of epplication with a dotalled résumé, transcripts, and a current letter of recommendation

Timothy Broomfield Human Resource Technicien Moli Community College Room CM 1022 1401 East Court Streel Filmi, MI 48603

MoII Community College welcomes applications from minorities, women, vesteans and individuals with disabilities. All interested passes are concernaged to apply MoII Community College hires only U.S. Community College hires only U.S. Community of the United States. MoII Community Odloge as en Equid Opportunity, Affirmative Adoling

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Bentier College of Mesto is currently eseiting on experienced Admissions pro-lessional value. In the control of the control o

Coultified bindrickes with prevention, and consenting the Collegis abunut administrate program. Our tillified bindrickes with preve spillintent bindrigorous in Administration counsels. Consending in management statis, and progressive supervisory experience Knowledge in management statis, and progressive supervisory experience Knowledge in the progression of the contract of th

Interested caruldates should forward their resumes and salery expectations by July 18, 1982 to Kardn McClenia at Berkies College of Music, 1148 Boylston Street, Soc 282, Boston, MA 02215, Woman and minorities are snoounged to epply. Equal Opportunity Employer.



#### DIRECTOR OF DEVELOPMENT Louisiana Tech University (Search Reopened)

Lustaines Tech seeks are experienced juvologement professional for the position of Director of Development. The Director of Builders of Director of Development and States of Builders of Development and States and Affain and sell work closely with the Board of Directors of the Lustaina Tech Director Director Director of the Lustaina Technology and the Lustaina the Lustaina Technology a

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Candidates abusid possess management skills to: plan, busiget, and implement all thouses of a belanced development program; supervise development program; supervise development program; supervise development program; pr

Journal Louisiana Tech is a public institution located in North Central Louisiana. It was founded in 1894 and has a current enrollment of 10, 300 students. University leaderships with support of the University Foundation, has placed a high priority on the auccess of the Development Program. A \$50 m Illion campleign was stated in December, 1991.

Applications will be accepted until the position has been filled. Appli-cants should submit a resume and names of three references to:

Vice President for Development and External Affairs P. O. Box 5153 Louislane Tech University Russion, LA 71272

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Affirmative Action Employee.

#### Alamo Community College District DIRECTOR OF STUDENT FINANCIAL AID at SAN ANTONIO COLLEGE

Meser's degree in Public Administration, Business or clearly related field. Three years maximum administration, supervisory or constitution of the properties of the public of the publ

Deliver or mil application or comprehensive résumé along with copies of Deliver or mil application or comprehensive résumé along with copies of DULY MP (1992) and the Colone [147] and will recept for business on Wooday, July 6, 1992, and the Colone [147] and will recept for business on Wooday, July 6, 1992, and the Colone [147] and will recept for business on qualifying documents will be required before un physmen effect in side.

Alema Community Colinge Obtaint HUMAN RESOURCES OSPARTMENT 811 W. Houston Street San Autonio, Texas 79207-3033

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#### PARKLAND COLLEGE THEATRE TECHNICAL DIRECTOR

Prekland College has oponing for These Trobins Director on the Fine and Applied Arti Department. This is a field-min, professional up in the Fine and Applied Arti Department. This is a field-min, professional up in the Fine and Applied Articles and Applied Applied Articles and Applied Applied



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#### Northern State University Director of

University Communications

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ing enrullment. Nominations are suitched and applications with résumés and fisse letters of reference are invited. Address nominations and applications to Beth Widey, Vice President for Studient Affairs, Nominen Sate University, Aberticen, South Daktot 37401. Consideration of applications of the Widey India (No. 1992) and will continue until the position is filled. The position is wallable immediately.

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#### GEORGIA STATE UNIVERSITY College of Business Administration

DIRECTOR OF EXECUTIVE MBA PROGRAM

The Offsettor of the Cast offse ABA BABAI Programs of the College of Business Admir Insten at Georgia State University has full resonmobility for the program, including: nation at Complex Sets Undervolve Nat Aud recommender to the registers, include a Workshot with Keinby Keinby in the Unifold August are contributed in the property of the Complex and devoluting surfacious to devolve the surface in the subject of the day agreement. On the complex and devolve the complex in the surface is the surface of the surface of

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#### MICHIGAN STATE UNIVERSITY

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#### Research Associate

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Women and mambers of a lawrify groups are excountaged to apply MSD—on Affirmative Action, Equal Opportunity Institution

PENN<u>STATE</u>

Alfoona Cninpus

ADMISSIONS OFFICER

APPLICATION DEADLINE: JULY 11, 1992

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STUDENT ACTIVITIES

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Sed letter of application, seasons and salary requirements to Employment Histoire, JORESEK AROVE, 120 South Burranes Street, Dubraralty Path, PA 16801.

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STUDENT ACTIVITIES ASSISTANT

ADMISSIONS -

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**EDUCATION** 

**Director of Student** 

**Professional Development Services** 

The University of Maryland at Seistmore (UMAS) is the principle professional center of the University of Maryland system the campus is located under the professional schools medicine, denisity, iaw, murship, pleasured to the control of the contro

Centes.

Individual will report to the Assistant Vice President for Student Adains and will be responsible for initiating and administrating a new campus well service to all students which is designed to assist students with the designed to assist students with the learned and professional acceleration of study and to critici their personal and professional designed acceleration of the students and the services to be dispersional screening for learning distinct advantages and the management workshops self-esteem buildings workshops, critical thinking workshops, and self-esteem buildings workshops, critical thinking workshops, and self-esteem buildings workshops. Critical thinking workshops, and self-esteem buildings workshops critical hinking workshops, and as critical self-esteem buildings workshops. Critical hinking workshops, and as critical self-esteem buildings workshops. Critical hinking workshops are self-esteem buildings workshops. Critical hinking workshops are self-esteem buildings workshops. The self-esteem buildings workshops are self-esteem buildings workshops. Critical hinking workshops are self-esteem buildings workshops. The self-esteem buildings workshops are self-esteem buildings workshops. The self-esteem buildings workshops are self-esteem buildings workshops. The self-esteem buildings workshops are self-esteem buildings workshops are self-esteem buildings workshops. The self-esteem buildings workshops are self-esteem buildings workshops are self-esteem buildings workshops. The self-esteem buildings workshops are self-esteem buildings workshops are self-esteem buildings workshops. The self-esteem buildings workshops are self-esteem buildings workshops are self-esteem buildings workshops are self-esteem buildings workshops. The self-esteem b

Position requires a Master's degree in education, psychology, communi-cations, human development, student personnel or a related field and three years in any combination of student academic suppon services, program development, training or research. Expetience in an academic/ health sciences environment is desiable.

nealth sciences environment is destable.

UMAB is located insert the inner Harbor and close to I-83 and I-95 and offers an excellent compensation and benefits package including tuition offers an excellent compensation and benefits package including tuition submit in estume by july 17, 1992 to . Beverly Bed. Sentor Employment Representative, 737 W. Lombard Street, Baldmore, MD 21201-104 I. Affirmative Action. Equal Disportative Employer.

DENISON UNIVERSITY

Assistant to the President

Ability is write clearly and effectively is essential. The Assistant will have exponentially be the overall negativeless and The Assistant will have exponentially be the overall negativeless and Presidents establishes, coordinate length that the problems exhibiting will be the exponential that the problems exhibiting will be desirable and problems exhibiting will be desirable and the exhibition of the exh

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### JOHNSON STATE COLLEGE A

#### Director of Communications and Marketing

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Katharin B. Urink Director of College Relations Johnson State College Johnson, VT 05656

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Resnonsibilities: \*Liaison between campuses to formulate policy for vice presidential approval.

\*Feasibility studies, conceptual designs, determine software and hardware requirement, prepare reports on computer support issues.

\*Identify opportunities for expanded computer usage. \*Develop academic/administrative computing policies. \*Plan, direct, control information systems operations.

Negotiate vendor contracts.

\*Provide consulting services for University. \*Prepare and maintain annual computer budgets.

\*Maintain working knowledge of current and future. computing technology and trends.

\*Select, evaluate and supervise OIT staff.

Minimum Requirements: Masters degree in computer sciences, information systems or equivalent experience. Minimum 8 years experience, including managerial level at University.

Equipment: University's OIT supports a Unisys A6 machine for administrative work and a cluster of DEC machines running VMS and Ultrix on a campus-wide ethernet. University is undergoing review of its future computing environment.

Send resume with references to: Executive Vice President, UOP, 3601 Pacific Avenue, Stockton, CA 95211. Applications to be reviewed beginning 8/15 until filled. Salary, benefits competitive.

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Applications will be accepted until the position is filled. Interested candidates should aubmit o fetter of application with a definition of the property of the property of the commendation to:

Timolhy Broomfield Human Resource Technician Molt Community College Room CM 1022 1401 East Court Street Filmi, MI 48503

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Berides Collage of Masic is currently assisting an experienced Adrelations pro-teational with proven leadership, organ is attended, and rearrangement with. This is a highly chilaryon position in a unique solution with removement Reporting to the Assistant Dean of Studens you will be responsible. Spraning, increment incline, and other con a dischibite anterior of Administration of Controllance, scholarship assenting, and overseeing the College's administration program.

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miles, explin at Biology presented interested consolidates should forevent likely macrones and salary appetiations by July 15, 1992 in Kinds McGleenia at Barrides College of Music, 1140 Boyleton Street, Box 252, Boston, MA 2324; Wanna and minorities are announced to apply. Equal Opportunity Employer.



#### DIRECTOR OF DEVELOPMENT Louisiana Tech University (Search Reopened)

Louistan Tech seeks an apperienced development professional for the position of Direction of Development. The Cirction will report to the Vice President of Direction of Direction and Enternal Affairs and will wook closely with the Board of Direction and Enternal Affairs and will wook closely with the Board of the Circuit Carolisation of the Circuit Carolisation and the Carolisation of the Carolisation o

Joseph and indexident possess management skills to: plan, budget, and In-plement all thrusts of a bulancoc development program; supervise develo-pment professionals and support astift; oversec computerized constitu-ent data base (50,000 ±); cultivate and recognize denors; organize effective solidation; and utilize other university leaders in the development

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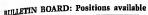
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#### MICHIGAN STATE UNIVERSITY

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#### Research Associate

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Position requires a Masrer's degree in education, psychology, communi-cations, luman development, student personnel or a related seld and three yeas in any combination of student academic support services, program development, Italings or research. Experience in an acade reto' health sciences environment is desigable.

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### **DENISON UNIVERSITY**

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### JOHNSON STATE COLLEGE

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\*Provide consulting services for University.

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#### **Clark University** Worcester, MA 01610-1477

AA/EOE. Minorities, women & others encouraged to apply. 6801 001011 10044 1411 64911 61 40041 41 9804 684 1 401 1 11001 688

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Applications are invited for the nowly created position of Chicago Hegion Admissions Courdinator for Skupson College, a selective, United Mathodist, foar-year, liberal arts college.

Roporting to the Vice President for Enrollment and Planning, the coordinator will be responsible for the development and implementation of recruitment strategy in the greater Chicago Razion. At least a Bachelor's degree required. Two to four years of Chicago Region recruiting genericues preferred

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Twelve-month position to saids with the or-petrg behaving and supervision of a paid shaded piesportisations said and withorter committee survivalence per form covere for least-not consended and the interpretations of entire the contract of the contract o

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#### \*\*\*\*\*\*\*\*\* DIRECTOR of ADMISSIONS

Aquinas College at Milton (MA)

Aquines College is eacking energetic, creative, reaults-oriented individual for Director of Admissions. Reporting directly to President, Director ehould have Bachelor's degree with minimum of three years Admissions experience and be prepared to design, develop and implement the college's enrollment program. Experience in merketing, strong interpersonal skills end good presentation skills

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# WALTERSSTATE

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Ofrector of Human Resources Wallars State Community College Morrislows, TN 37813-8899

# **GETTYSBURG**

Assistant Director of Financial Aid

This position will ossist in all the duties of the Financial AM (Dice in reviewing and processing Financial Aid files in reviewing and processing Financial Aid firems and advising prospective ond survioled stockers and that families concerning Financial Aid resources around that families are commission to commission of the Admissions Office will also be espected.

Bitty level candidotes will be consistered but name fearcial and appelence is preleased. Gettychurg College is a lighty selective liberal rate college located width on bur and one-hall of the Washington/Boltimore error. It for a Equal Opportunity, Althanative Action Linguigor, women and mainorities are encouraged to upply.

Mannés should be torwarded by July 17 to Heneld Shouk, Director of Financial Aid, Gattyebony College, Gellyaburg, PA 17325.

#### SETON HALL UNIVERSITY

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Assisted Director of Admissions will be re-pursible for high school to and college night expresentation, interviewing of applicants, evaluation of applications and coordination of minustry recomment activities. Assistant Managers 2014 of application and provides construction of a content per cultimate is brother. Another Director of Director Anthers with the repostable for coordinate and exposurability for the transfer administration process methods are returned and exposurability for the transfer administration process methods are returned and entering, process on exposurability and exposurability and

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#### ILLINOIS STATE UNIVERSITY

TITLE: Assistant Director of Development/Donor and Alumni Relations.
PRIMARY FUNCTION OF POSITION: Responsible for gift clubs for fund relating and special events for development and alumni services. DUTIES AND RESPONSIBILITIES:

- Hesponsible for standards, guidelines, procedures and imple stewardship activities for all offi clubs.
- Responsible for major gilt prospect events across the country, with particular emphasis in Chicago and Illinois.
- 3 Responsible for a Presidents Club newsletter, Presidents Club dinners and other cultivation/solicitation events for Presidents Club members.
- Shaues responsibility for planning, promoting and implementing lund-rating events for glit clubs and constituency groups.
- Shores responsibility to establish policies and procedures for the Presidents Club and other gift clubs. Assists in alumni development and special events to bring alumni to campus (i.e., awards dinners, reunions and homecoming).
- Shares responsibility for development and coordination of programs/ events/activities for chapters.

MINIMUM EQUICATION AND WORK EXPERIENCE: Master's degree preferred. Two to four years in events planning in a university setting pre-SALARY: Salary is competitive end commensurate with qualifications and

CLOSING OATE: To assure full consideration, submit a cover letter, résumé and three references by July 21, 1992 to:

Dr. dutth K. Riggs Associate Vice President for Institutional Advancement Illinois State University Howey Hall, Room 401 Normal, IL 61 761-6901

#### TENNESSEE TECHNOLOGICAL UNIVERSITY

is seeking applicants for the following positions. Applicants for both must have a proven record of success in higher education fund railing edge of vate supported unherstills is desirable. Bachelor's degree graduate riegree preferred. Ability to motivate and inspire people; excellent hierepersonal sibility, and affective communication skills are n excellent Interpersonal sistin; and affective communication sistins are requisites. Director, University Davelopment and Alumin Relations: Guldes the University's fund-raising: includes special duties during the upcoming capital compality. Six provides Adultant Officetors and Associate Directors for University by Development including Alumin Relations: Chief Balson with the TTU foundations. Reports to the Executive Directors for University Advancement.

Capital Campaign Oirector: Will guide the University's Capital Campaign, including managing campaign officially campaign strategy, enformer at training of volunteer originalistic control is at assignment; playing coordination, theeluse, and calendam publicly; and collection system. Fundarising experiment with inflore education is prefer to control in the control i

raining repenture, with a regime coulsion is presented. These positions will be open August, 1, 1972, Intillia Streening and the opin August, 1, 1972, Intillia Streening and the opin August between the sold three predictional references, a statement of your philosophy of development and intervaliding; and calcerophoral fundamentaling successes set of Panil R. Inbedt, TIU, Ilon S047, Cookerville, TN 38955, Indicate position for which you are paging on the property of the pro 

#### COUNSELOR

THERE AND COMMUNITY EXPLIECE invites applications for a full-

Mananam Unafficstum: Master's degree in guidance and counseling or related field Demonstrated experience as an instructor. Abstry to work with individuals and groups. Minimum of two years' experience preferred.

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Personnel Office
Highland Community College
2998 Pearl City Road
Freeport, IL 61032 AN AA/EOE

### ACT

Performance Assessment Positions

American College Testing IACT is seeking applications for 2 positors in unit specializing in research, derelopment, and scoring of performance assess-ment talk in various curriculum areas. Compensation in Include secretaria benella program and vorte environment. Content program and vorte environment Content, Performance Secretaria (Content Include Content professional Program and Secretaria (Content Include Content Include Content Include Content Include Content Include Content Include Content Include Secretaria (Content Include Secretaria) and content Include Secretaria (Content Include Secreta

and staff.

Program Associate, Performance Assessment Center—At least master's de-gree in educational measurement of rolated field. Prefer experience with performance assessment developed to the prefer of the prefer of apply, and the developed of the prefer of apply, and the developed of the prefer of the p

#### MICHIGAN SMALL BUSINESS **DEVELOPMENT CENTER**

The Michigan SBDC, headquartered at Wayne State University, provides small business counseling and development services at 45 centers statewide. We seek experienced professionals for two key positions:

#### ASSOCIATE DIRECTOR #823

Manage network programs and field services. Specific responsibility for development/delivery of counseling, education, research and training programs. High vibility lead-enship of network field operations, including program integrity, quality and impact. Masters with minimum of 3 years experience or behelot's with 8 years as small business service expanification. Demonstrated akills in program development, problem analysis, and evaluation.

#### **CURRICULUM SPECIALIST #821**

Develop curriculis and erihance professional development for the network. Responsible for design, evaluation and maintenance of so compensative staff development curriculium, and for business training programs offered statewide. Mastark with emphasis in curriculum development and 4 years minimum outperience, or bushelor's and 7 years perience in curriculum and professional development.

Both positions offer attractive salary/benefits. For complete job description, call (313) 577-4848. Specify posting number and send resume, with work-releted writing sample to:



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Wayne State University Employment Services ATTN: Posting #521 or 823 Detroit, MI 48202

An AA/BOB Employer



Lucated in subarban kansas City, Johnson Crumty Community Cullege In-vites applications for Director of Network Services. The Director supervises write and data network services, assists in himmation Services nanageneed activities and is responsible to strategic planning and public thin import of all wice, data and instruction, appearation of the Cullege.

atl wick, data and networking specificos of the Culejes. Required qualifications include a Suberlay dispres 5-10 years at intensishated experience, including at least 3 years experience in management of a read data commisciations. Experience with Notifiers Informatications. Experience with Notifiers Informations and false commisciations. Experience with Notifiers Information and literature experience of particular with longing hay to care to a particular with longing hay care can be suppressed in the commiscial particular experiences. ICCC, 12145 College Illed., Overland Park, RS 66210, 1913-493-3077.

Non-discrimination Employer

#### Director of Corporate and Foundation Relations

Responsible for coordination of Corporate and Responsible for accidination of Corporals and Foundation Institution of Corporal Co

puler-listrate. Please send resume with letter of application for Vice President for Development, Box 30, Regis College, 235 Wellesley St., Weeton, MA 02193. An Equol Opportunity/Afirmotive Action

**Regis College** 

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# **DEPAUL UNIVERSITY**

### ATHLETIC ACADEMIC ADVISING

DePaul University is looking for a Resources Lab Coordinator/Academic Advisor. This Defaul University is looking for a resources Lab Coordinates/Academic Advisor. This person will be responsible for curofinating the caudemic resource lab. Additional person sibilities include: academic advising of student additional calculations of section to the propriate of the person of th and assist in the recruitment of prospective student athletes.

The ideal candidate will possess a Master's degree in Education or Counseling, pro-The other caractorists will process a prisoner's degree in equeation or counseling, pro-fessional teaching experience at file college level. Must be able to work with students resonant reacting experience at the conege lever, must no able to work with attents with diverse backgrounds. Supervisory and training skills necessary. Familiarity with student athlete issues and intercollegiste athletics desired.

DePaul affers un excellent benefit program which includes: basic hospitalization, free

Qualified candidates please submit a cover letter and resume ta:

Mr. Donald J. O'Bayle DePaul University Human Resources 243 Sauth Wabash Avenue Chicago, illinais 60604

OPPAUL, UNIVERSITY PRACTICES EQUAL OPPORTUNITY IN EMPLOYMENT AND EDUCATION

Bursar

**FLORIDA TECH** 

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#### ASSOCIATE DEAN Appalachian School

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#### Residence Life Position

### ASSISTANT DIRECTOR OF RESIDENCE LIFE

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### sonnel Director, Medelile College, 18 Ap-18 April Circle, Buffrido, New York 14214. Washington, Seattle, Washington, AAEOE, No phone college.

**BULLETIN BOARD:** Positions available

# THE FUQUA SCHOOL OF BUSINESS

#### ASSOCIATE DEAN AND DIRECTOR OF EXECUTIVE EDUCATION

We invite applications for the position of Associate Dean and Director of Executive Education of the Fuque School of Business at Dake University. The Executive Education program is e major non-degree netivity of the Pages School and is housed in the School's P David Thomas Center, u living and legroing facility. The Associate Dean und Director of Executive Education is the chief operating officer charged with responsibility for delivering programs that successfully meet the continuing lucation needs of managers.

Fugure Executive Education programs

rugin e executive Education programs corolled 2,000 participants in 1991-92 in 15 upen enrollment programs end 43 programs tailored for major multi-national corporations. The program was ranked fourth worldwide in u recent Business Week survey of executive education programs.

Applicants should have significant prior rrenence in calcentian and management. ferably in the area of esecutive education. Preference will be given to cambidates with advanced degrees in business administration. Interested individuals should send resume on Inter than bely 17, 1002 to: Senreh Committee Executive Education, Dake University, Hae 40001, Durham, NC 27706.

Duke University is an Equal Opportunity/ Altimostive Arthon Employer.

#### Nominations Sought for the

#### DEAN SCHOOL OF MINES AND METALLURGY

#### University of Missouri-Rolla

The School of Mones and Metallurgy at the University of Mossom Brills to a 120-passed, themptionally economic Institution, consisting research and instruction the Brills of Committee, Consistency of Mariney, Mariney, Mariney, and Particles Engineering, as well as in Georlegy and Comptypy's, and in the Graduate Context for Materials deventer, the Option of Committee and Inspiration Passed Context and Internet Committee Committee of Participation Passed Context and Internet Committee Committee of Particles (Committee Context and Committee Committee) and Committee Committee (Committee Committee Committee

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represenses and nominations for the position should be submitted to Chab Ethist, Chairman Surch Committee for the Dran oil the School of Mines and Metallurgy Bron 20.6 Patter Hall University of Missouri-Rolla Rolla, MO 65401.

It is requested that dossere be submitted to be received before October 5. 1992, when the selection process will be sin The University of Missouri-Holla is an Equal Opportunity Institution.

#### ASSISTANT DEAN OF MULTICULTURAL AFFAIRS

Grinnell College, e co-educational, liberal and institution with an enrollment of approximately 1250 students invites applications for the position at Assistant Deen of Multicultural Affairs.

The Assistant Dean, reporting to the Dean of Students, is charged with provid-ing leadership end: direction in cultural, educational and social programs and activities for students representing ethnic minorities, international students and ority groups

other misorthy groups.

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Qualifications: Water's Degree end five years of professional experience in the coordinatous/derection of campus multinularial progrems required. The post-tion will entered room until filled. These send a letter of population retaining your experience/decaration to the responsibilities lated, or returned and a list of librar or retaining to AME Kallar, VP, Human Resources, Grained College Criminal, lower 501 172-0810. Genned College is an AMEEO employer and expectally seeds women and minority parentioses.



### THE INSTITUTE FOR GERMAN STUDIES

#### Concordia College - Bemidji, MN Campus DIRECTOR/INTERIM DIRECTOR

Concorda Collega Invites argulatories for the position of Director of the Insta-ction of the Concordance of the Concordance of the Insta-tion of the Concordance of the Insta-tion of the Concordance of the Insta-tion of the Instance of the Instance of the Instance of the Insta-tion of the Instance of the Instance

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Dr. Virginia M. Coombs
Associeto Denn of the College
Construction Steps
PS S. Teighth Steps
Planta (218) 2814-3001; lex: (218) 299-3947 APPLICATION DEADLINE: JULY 15, 1992

#### NORTHEASTERN ILLINOIS UNIVERSITY

#### Dean of the College of Education

The College houses seven departments (eight undergraduate programs) ten graduate programs as well as the Center for Exercise Science and Cardiac Rehabilation and the Citago Teachers Center. There are 90 FT tenure track faculty serving 1,400 enrolled undergraduate majors and 1,000 excitoles graduate majors.

I,000 exoteed greduate majors.

The Dean reports to the Provost, is responsible for College curricular budgesappressioned matters and provides leadership/velsion in fulfilling. Colleged-lahvenily missions.

Required: exmect doctorate in a discipline within the College treaching/scholarly record appropriate for approximent in sentor facily smit, demonstrated administrative experience at department chair level or highest.

#### NORTH DAKOTA STATE UNIVERSITY

#### Dean of the College of Human Development and Education

Notin Desort stells three-ently invited inquattas, accounting and processing the control of the Callege of thrown Development and Education.

The College and University: The newly structured College of Human Development of Education Includes the Openitions of Appared, TeV—Development of Education Includes the Openitions of Appared, TeV—Peril College, and College and College and College and Nutrition; the Division of Health, Physical Education, and Recreations and the School of Education, and Recreations and the School of Education, and Education, and Education in Education in Farga, North Dakota, has necrollened of 9,000 extenders with a full-time sharing and rescrict ried out in eight academic units the colleges of Agriculture, Business Admissiants on, Engineering and Architecture, Human Development and Education, Humanities and Social Colleges of Agriculture, Business Admissiants on Engineering and Architecture, Human Development and Education, Humanities and Social Colleges of Agriculture, Business and Architecture, Human Development and Education, Humanities and Social Colleges of Agricultural Experiment Session and North Dakota Colleges and Humanities and Social Colleges and Agricultural Experiment Session and North Dakota Colleges and Humanities and Social Colleges and Agriculture and Humanities and Social Colleges and Humanities and Social Colleges and Agriculture and Humanities and Social Colleges and Humanities and Social Colleges and Agriculture and Humanities

- ond budgeting of all academic activities.

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- Successful experience in program, curriculum and asculy or eulpruent.
   An understanding of ond willingness to work with the North Dakota State University Extension Service and the Agricultural Expediment Station.
   A commitment to lund raising.

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our references to:

Dr. Harry Rosenberg, Chais
Dean's Search Committee
North Dakota Sinte University
College of Phermacy
Fargo, North Dakota 55205
1701 237-7436; Par (701) 237-7606

North Dakola State University is an Equal Opportunity Institution

#### Director of Alumni Relations/Fundralser

EAST CENTRAL UNIVERSITY, Ada, Oldshoma is seeling a Di-rector of Alturam Relations/Fundrateer. Bechelor's degree re-quired, Mester of destrad. Two years' experience in alturat, develop-ment or related heart destractions and alturation of the properties of the seed of the seed of the seed of the seed seed of the se

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### SETON HALL UNIVERSITY Assistant Director of Student Activities

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#### DIRECTOR OF ENVIRONMENTAL SAFETY AND HEALTH

ADMISSIONS COORDINATOR

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LSU Medical Center - New Orleans ANTICIPATED VACANCY

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Submit applications with resume and three references by July 10, 1992 to: Vice Chancellor Institutional Services LSU Medical Center 433 Bolivar Street New Orleans, Louisiana 70112

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#### ACADEMIC DEAN

The Collage of Southern Idaho invites applications for the positio of Anademic Desn, who will serve as the collage's Chief Academic Officer. The nollege is seeking a Dean who demonstrates a love of teaching and who values involvament with faculty, staff, students, and nampus life.

The Academic Dean provides leadership is nurrinulum planning, implementation, and assessmess as well as family development and availuation is a college that values teaching above all else.

The auconsoful candidate must possess as carned docto the automissus cannot are that powers be earned doctorate, a record of excellence le nollsge-invol teaching and progressive a sadomic administrative exportance. Experience is community college education in preferred. Applicanta will have demonstrated leadarable ability, exceptional laterparsonal skills, a warm name of humos, and a noramitment to collaborative governance.

The Collaga of Southarn Idaho is a community nollege governed hy a locally alcoted bused of trustens serving approximately 3000 full- and part-time students. Located in Twio Falls, Idaho, the 27year-old college is the only college within a 100-mile radies.

The College of Southern Idaho offers a competitive pay and

Please send resume, (unofficial) transcripts, and references or requests for further informatios in confidence to: Human Resources Der College of Southern Idaho P.O. Box 1238 Twin Falls, ID 83303-1238

(208) 733-9554 x269 Fax: (208) 736-3014 CLOSING DATE: SEPTEMBER 1, 1992

P.O. BOX 1238 315 Falls Avenue Twin Falls, Idaho 83303-1238

Dallas County Community College District

#### **DEAN OF** STUDENT SUPPORT SERVICES Cedar Valley College, Dallas, TX

Codis Valley College, part of the seven-college Dellas County Contraunity Coffege Olistic, is seeking an experienced administratoredocator for the position of Dern of Student Support Services. The college is located in southern Dallas County and serves over 3,100 credit students and 2,500 continuing evereation students.

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#### The Chronicle of Higher Education • July I, 1891 **Dallas County Community College District** DEAN

ASSOCIATE DEAN School of Business Health Occupations/Nursing Program

El Centro College, Dallas, TX

El Cenho College, part of the seven-collinge Dallas County Cummunity Cral-lege District, is seeking qualified expolitors for the position of Assortian Dearn ol Health Cocquisions/Nursing Program. With an nordinent ul-approximately 6000 credit sudents and 4000 continuing education subclents, El Centro is lecretad in the heart ol downwam Dallas is it the must selected of this event colleges and reflects the dynamic quality and cultural diversity of the Dallas Mercollege.

The Health Occupations Division offers associate degrees in aursing, diagnostic medical sonography, medical laboratory technology, radiugraphy technology, and respiratory therapy technology.

The Associate Data administer that Associan Degree Numing Program and supervised selegiment satellites also program activities in conjunction with the Down Issafe a facely Coordinator Contel which formulates, implements and proceedings and standards for this nursing programs specycled and public proceedings and standards for this nursing programs specycled exclusions and programs proceedings of the public procedure and standards for the public procedure and standards and development activities, recommends foodlywalf for supervised confusions, classification in Section 2008, and develops and manufactor sprogram budget.

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For consideration and application, piesse send a letter of interest and résumé to Ms. Parrick Fairley, Health Occupations Division, El Centro College, Main Amma Sta., Dialis, 17, 17320, 2600, A DCCCO application will be sent to provide the completion and return. All application materials must be re-crived by see Orwision Office by 4 celeditin: 100, 24, 1932.

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VANDERBILT UNIVERSITY

School of Nursing

School of Nursing

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Send letters of application/minitation to Dean Colleges Company
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|Bloomington/Indianapolisi

INDIANA UNIVERSITY

The School of Unsiness at Indiana University is seeking application and nations for the position of Dean.

Rasponsibilities: The Dean proades invovative academic and administrative facilities and the school of Business in a time of change and is resourced in the familing and operation of eight departments. The Dean's expected in the familing after on the familing after on the school, to foster outstanding business and sevoles, and to expend the resource basis.

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Qualifications: Candidates should have either the qualification at railerements consistent with a tenarest appointment as full probabil pusiness background with an outstanding account of description of solutions and the control of the control o Desirabin qualifications include:

Selsation qualifications include:

a ability to lead and manage learnity, students and stail;

commitment to excellence in teaching, research and service;

personal qualifies that leafilities relationating with the blands;

other disciplines, alumni and business leaders;

a ability in fund relating;

understanding of the international business environment.

The School: The School effers degrees at the Bucher's "Majori-sol Doos at levers. All three are highly ranked programs nationally. The School effers degrees at the Bucher's "Majori-sol Doos at levers. All three are highly ranked programs nationally. The School and Programs and 1, 160 greature studies, 150 levers and 1, 160 greature studies, 150 greature studies, 150

The School operates with a policy of one mission and one faculty at see locations—Bloomington and Indianapolis.

Starting Data: The position will be available on July 1, 1993. Starting Data: The posucors was use aromatine unlawly a labor Octobrit.
Applications and Nominations: Applications secreted before Octobrit.
1992 will be given priority. Candidates should submit a letter of interest and
confeculum vitae of resume. Nominations and applications should be set in

Trevor Brown, Chair Deam Search Committae School of Business Indiana University Bloomington, IN 47405

Indiana University is an Equal Opportunity. Affirmative Action employed Women and infraorities are urged to apply.



#### Dean of Residence Life

Willametin University invites trombustions and applications for the positional Doorn of Residence Life.

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Salary and benefits and communicant to the operations are estimated by the pleasing received by July 15, 1992 will be assured reaching conditional conditions are controlled by July 15, 1992 will be assured reaching conditional conditions and the position handseen filled.

Candidates should submit a letter of application, wise, and at least time little of reference to: Frank Mayer, Vice President for Student Alfain, Wilanetts University, Salem, OR 97301.

Williamotta University is an Equal Oppostunity Employer and actively seeks the candidacy of women and minorities.

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RULLETIN BOARD: Positions available

Desn Junkr College, a private, 2-year residential institution of ap-prometely 1000 bildine and 1500 continuing education part-limit students, located on a heautiful campus 30 mões acultivosi of Boete, saela wall quelified individuate for the following position:

### DEAN OF STUDENT AFFAIRS

Apporting to the President, this experienced educational lendor will alread the College's student development programs and survices specific responsibilities include supervising Coursoling and Creeor breakparent, Health Services, Rostidonial Life, and Student Pro-

gama ino New Student Christottellor.

The Dean of Student Christottellor.

The Dean of Student Allers is responsible for croolvoly mininging as stocational environment in circle to maximize seutentidescribrate, each improved an extra control of the conprovises bearing the property of the control of the conprovises bearing the control of the control of the concontrol for students and is a bission to the foce (community to

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DEAN n COLLEGE

Mr. Richard C. Taylor Oirector of Human Resources, Cept. DSA Cean Junior College 99 Main Streeol Franklin, MA 02038 Equal Opportunity Employer

#### VICE CHANCELLOR FOR UNIVERSITY ADVANCEMENT

#### University of Missouri-Rolla

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Applications and nominations for this predition should be subm

Dr. Ji-lut T. Park
Chancellor III University Adventement
Hoom 206 Parker Hell
University of Missouri-Rola, Rolla, MO 65401-0249

Salary is competitive and dependent on experience. Screening will begin August 18, 1992 and will continue until the position is filled.

The University of Missouri-Rolls is an aqual opportunity institution.

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#### **EXECUTIVE VICE PRESIDENT**

MT. IIOOD COMMUNITY COILEGE, Gresham, localed 20 minutes east of Partiant, Cregon, inview applications for the position of Executive Vice applications for the position of Executive Vice actives represent which include instructional service, currently and vocalional services, the service of the control of

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Qualifications: Bequired—Maxier's degree and community college tracking author student services. Sente-level natinguent experience in a compression of the control of

This positive offers a 240 service day contract with a calary range of nipproxi-mately \$65,000 is \$75,000 which includes n generous Iringe benefit pack-age. Starting date is September 14, 1992, but this state can be egodiated. Mt. Hood Community College is a student-centered intitution known for its superb faculty, quality programs, innovnitive mnnagement and exemplary standards of teaching and learning. Come be a part of it.

All application materials must be received by August 3, 1992, and can be obtained by writing or calling MHCC, Personnel Office, 26000 SE Stark Street, Ceresham, OR 97030; 5031 667-7645. EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER.



Senior Vice President for Academic Affairs and Provost

The Chin State University Invites menticalizes and populations has the pushed and Section View of the university, the Proposal regards (second, e.g., the Proposal second secon

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The university seeks vanishase when will provide elective leaderships be a diverse larger, tall and surbait budy within the transitiative traffition of diverse larger, tall and surbait budy within the transitiative traffition of a larger of the surbain states to perfect although relevant suri at administrative experience also may be can-silved.

4.250, Columnais, Cui et scrib. Applications until Include a letter of Interest, o curriculum vitac and the nante and Authorsts of at Issas direct references. To ensure full consider-alinit, applications and nominations must be received by September 1, 1982.

The Uling State University is no I gual Opportunity, Allianative Action Employee, Thatlified second, minorities, Victoan-ees weleans, shabled versant and bulloulously with thatlifier are rev and get to apply.

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Fort Hays State University PROVOST

Nominations and applications are invited ins the position of Provess/Clucl Academic Cillicum if Puri Hoys State University, Howy, Kambs, The Provent provides Instituting the Toys State University, 193 Bullicules and all detectables programs, both intellegradation and pardumen, The Deats of the Colleges of Arts and Science, has been all the Science, as well as the Deats of Cominging Education and Gladinate School, and Discussion of academic and expenditures of academic and support programs appenditurely to the Provosal.

on accasime was expose programs report directly to the Provocal. Inclusional Poller Fort Hays Stein University is a regional university and with a growleg enrollment of about 6,000. It principally serves wanted Kenasa and it dedicated to providing instruction visible serves wanted Remains and the dedicated to providing instruction with a commitment The major sect of emphasis is liberal education with a commitment to nucelletion in senting, importate goals of the University was to graduate all audients computer therete and fermite in the providing the section of the providing of the providing the community. On they are presents the their role in this instructional community.

Commonly.

Commonly Profile: The city of Hays, Kensas, is a community of approximately 18,000 located along inheritate Highway 70 midway bisween Kansas City and Denvor. The city servine as the consomic, collarst, and medical certain of weathm Kansass. Health and citld finar facilities are available along with an exmillers school aysiom including both private and public schools.

some are accusted to some open accusage of the present and comments of the position of Provost at FISIX requires a dyoland reaction it candar with a group interpersonal skills and an eye to the atturn-the minimum conjuments for position includes an anneed dostorent, commentated steaking and schedarly important, and control account a flactuation. In addition to the accounts of schedules, the necessful canadidate should expect the configuration of the control affording in addition to the extensive proposition of the chart scanding collines, the necessful canadidate should expect the configuration of the control affording the control and comments of the control and control and

Compensation: The University offers an nucciont benefits package and adjust is nonumnistrate with apparence and qualifications. swary is nommniturate with apprintence and qualifications. Applications, supporting materials and minimum of Sintim of referred should be sintle to Dr. Wildlis Watt, Provest Snorch Committee Chair, Ferl Hays State University, Box 237, 660 Part, Street, Llays, KS 500-1609. Review of candidates will begin August 15, 1992. The position will be available to senting in America 1, 100 and 100

Fort Hays State University is an Affirmative Action, Equal Opportunity Employer. Women, injugitites and persons with disabilities are succouraged to apply.



SUFFOLK COMMUNITY COLLEGE, with over 21,000 credil shuderink, is a multi campus, comprehensive melihation serving a diverse operation on easien Long Island, New York. The EASTERN CAMPUS, with 2500 credit suderink, is located in Psycholaud, New York. Il others 32 degree and cartricate programs, 13 of

Socialism in experience, near must. Be seen a superior of the seen and seen as the seen and seen as the seen and seen as the EASTERN CAMPINE SEEGECHIEVE DEANNPROVOST in one of low campus previous who report diseasely to the President and along with three vices president area on on the President's Calaborat Provious list to be described near the campus and invoigs the direct augustions of a campus Dean of Institution, Dain Students and valence Decisions is expensable for the during of all carectors to 15 students and valence Decisions is expensable for the during of all carectors on the second sec

of Students and various brequest is executed for the Campus ONALIFICATIONS: Preference will be given to considerate such on examined declarate and a successful record of behindment in scadenic or student affairs administration at the data in what or above. COMPLINIATION includes a comprehens solary and a comprehensive

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Report to Annual A

The screening process will begin on September 1, 1992; however, applications will be accepted until the postion is filled.

Suitible Community College in a bust of the State University of New York and is an ESUVA employer.

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UNIVERSITY OF COLORADO SYSTEM

The University of Colorado consists of four campuses, hoosted in Boulder, Denver, Colorado Springs and a Health Sciences Canter in Denver. The University of Colorado System is currently seeking nominations and applications for the following two positions:

ASSOCIATE VICE PRESIDENT FOR FINANCE

AND UNIVERSITY TREASURER

The Treasurer is an officer of the University appointed by the University Board of Regards, who reports to the Vice President for Badget and Finance.

of Regents, who reports to the Vec President for Bedget and Finance. The University System has a single treasury for manering the nestes of its four computer. The Treasurer is responsible for the agents seath management, market the treasurer is responsible for the agents seather management, market market the seather of the seather seather than the seather than

Preferred qualifications include: Experience with major public or private university or large company treasury activities; advanced degree in business management or related field.

ASSISTANT VICE PRESIDENT / CONTROLLER

SEARCH REOPENED

This position aspectase functional control over each Campus Controller to assure that fixed practices of the campuses are in compliance with University Principles and Precision and Section 2019 (Principles and Practices and Selest regulations) institute. The position reportion the Associate Vice President for Management Planning and International Conference and Selest as required.

APPLICATION: Please send a current vite, a letter of application and the names, addresses and phone numbers of throo relatences. Application materials must be postmarked no later illan August 15, 1972. Send conclusions to:

For Treasurer's Position: Search Committee for Assoc VP/Treas University of Colorado Cempus Box 25 Boulder, CO 80309

Southerlief a Position: Search Controller a Position: Search Controller Univ antity of Colorado Campus Box 436 Boxider, CO 80309

#### State University of New York at Buffalo



#### ASSOCIATE VICE PRESIDENT FOR UNIVERSITY DEVELOPMENT

The State University of New York is Baffallo invites applications for the position of Associate Vice President for University Development of the Position of Associate Vice President for University Development of the Position of Associate Vice President for University Development of the University Development of the Country, One of only treaty-nine public universities elected to the country, One of only treaty-nine public universities elected to the country, One of only treaty-nine public universities elected to the country, One of the University as Buffallo (ALQ), the University is Buffallo (ALQ), the Universit

centennial in 1996.

Under the direction of the Vice President for University Development, the Associate Vice President for University Development will be a sociate Vice President for University Development will have full responsibility for the development programs. Leademhip is a key element of this point of the development programs. Leademhip is a key element of this president and international president of the president for University Development will international of the Company of the Associate Vice President for University Development will international the Company of the Company of the Vice President will not be receded to nisted deals of the Company of the Vice President will not expected to nisted funds. The Associate Vice President will not exceed to nisted funds. The Associate Vice President will not expend the University in carrying out its philanthropic mission to assist the University in carrying out its philanthropic mission.

to assist the University at carrying our its phassactropic mission. Qualifications il Sacciol'er's degree, orderned degree pictored. At least ten years of esperience in fund-missing positions at the executive circle with progreessed by larger responsibilities evident in inhere en-tropic tensor of the progrees of

Applications will be reviewed beginning July 20, 1992 and review will continue until the position is filled. Submit cover letter and resume

Robert J. Wagner, Sonior Vice President State University of New York at Buffalo Room 520 Capen Hall Buffalo, New York 14260

The search is being conducted by the University's consults of:

Dr. Ira W. Krinsky P. O. Box 93127, Pasadena, CA 91109-3127 (818) 568-3311; fax (818) 568-1656

The University at Buffalo is an Affirmative Action, Equal Opportunity Employer. Women and minorities are encouraged to apply.

### CALIFORNIA COLLEGE OF ARTS AND CRAFTS

#### **PROVOST**

The College in Dunded in 1905, CCAC is an independent college of fine sky, design, endice the college has a student body of approximately 1,115 in students body of approximately 1,115 in college and students. There are 34 full-time faculty and 150 part dime faculty of the main campus is located in California spoon campus in Sen Practice of Journal of Sequence of Architectural Studies and College of Section 1997.

Test and Cestign.

The Paulisms As CAC's chief academic offices the Provest reports to the President and is responsible for the Schools of fine Arts, Architectural Studies, and Cestign the Core, Humanitica and Sciences, and Graduate Divisions the Libraries and Student Affairs.

ovalinas are Lorance, and Student Affairs.

Qualifications: This successful candidate will have the appropriate advanced degree in one of the College's disciplines demonstrated success in arts education administration country called program management autotantial teaching experience, and a background of excellence in higher education.

Procedures Screening begins 7/24/92. Send a statement of interest and current vites or nominations to Paula Carabell, Ira W. Krinsky & Assectates, P.O. Box 95162, Pasadena, CA 91109-5162, (818) 568-6311.

TCAC is an equal opportunity, affirmative action employer women and immortiles are encouraged to apply.

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VICE CHANCELLOR FOR MANAGERIAL

AND TECHNOLOGICAL SERVICES

University of Missouri-St. Louis

Applications are being accepted for the position of Vice Chancellur for Managerial and Technological Services at the University of Missouri-St. Louis. The Vice Chancellor is one of five who report directly to the Chancellor.

Chancelles American include budgeting, planning, institutional research, finance, business services, management services, and cortain auxiliary assurperses. Echnological services a hendred alsepacts of compating, institution of the control of the

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VICE PRESIDENT

**Erie Community College** 

North Campus

This highly responsible position involves the administration, management and leadership of a campus which offers their positions programs to over a twen thosisted unablest. The View Fresident of the programs are the control of the Praident of the College, supervise a wide range campus form loss of coordinates the implementation of Central Staff interpretation of Central Staff interpretation of Central Staff interpretation of Central Staff interpretations of Central Staff interpretations and sensations.

MINIMUM QUALIFICATIONS: The randsdare is uparted to laver as least a minimum of a Muste's degree and aven years of tearthing and/or administration experience as the college level. The ability to make informed decisions, so get along well with a signature of the college contemnity artifullarity with curront usees affecting trummumly colleger and a profes-sional appearance will be regained as flighty defaults.

Brie Community Collega is a multi-campua, Stata University of New York public community college with an enrollment of 14,000 studenta and offers over 80 academic programs.

Over no descute; programs in the first programs, transcripts and three letters of recommendation prior to Jaly 24, 1992 to the Human Recourses Departmental Company, 401 Jonatiseurem Davieward, Derkard Park, VY 14127. The State of Park, and apportunity argalogier, Womern, minorities, veterars and disabled persuas it is encomagned to apply.

North Carolina State University

Associate Vice Chancellor

for Development

Applications and nontrastions are invited for the public of Associate Vice Chanceller for Development to be filled by September 19,99 and Proceedings and the September 19,99 and Proceedings for Development to be filled by September 19,99 and Vice Responsibilities for Associated for September 19,99 and Vice Responsibility for the September 19,99 and Vice Responsibility for the September 19,99 and Advancement and will direct the state of the September 19,99 and Advancement and Vice Responsibility for Res

Oprieru.
Applications Submit letter of apolication, resume, and three references by July 20 to Mr. Frances M. Mills, Office of Institutional Advancement, North Carolina State Livershity, P. O. Sor. 750 S. Relegio, N. C. 27695-7305. Salary commensurate with qualifications and experience.

Equal Opportunity, Affirmative Action Employer

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# PimaCommunityCollege

### PROVOST - EAST CAMPUS

The Chronicle of Higher Education • July 1, 1992

Pima County Community College District Tucson, Arizona

Pima Community College, among the nation's 10 largest militiation community colleges, serves a riverse multicultural population of not han 44,000 celedii and 18,000 non-credit students each year let of ever-in-creasing student population emolis at four campuss student certex.

education center.

The 11-year-old East Catopur, set on 60 acres of both desert is subden
Toctor, serves about 5,000 students annually. This competitivity or
pas often developmental and general education change and seven
coccapitational and undersity transfer programs. The statio 7,00 employe
inclusies 36 tail-time and 186 part-time faculty.

occupations of the university statuser programs, the state of 200 employs includes 20 data from and 160 part time faculary. In addition, a state of 200 employs and the state of 200 employs are empformed including vietna and disprec programs. Comprise are made in the programs are considered and disprec programs for Nation America, and the programs are considered and considered and considered and considered and considered and particular field and p

about the State Board of Directors for Community Colleges of Admin.

ALARY's 5627.35 (open until Bitted).

METHOD OF EVALUATION: Qualified applicants will be evaluated input on literit possession of the knowledge and additises identified and impost on successful performance in this position. Ratings will be assigned was also also also the supplication will be application with the results of an intention of a combination written application material, the results of an intention. FOR AN APPLICATION AND COMPLETE JOB ANNOUNCEMENT, CALL

\*Pirms Community College will be closed on fridays from May 22, 1992 though

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#### Applications are invited for a newly created pos VICE PRESIDENT FOR STUDENT AFFAIRS

SUFFOLK COMMUNITY COLLEGE, with over 21,000 credit students is a

multi-campus, comprohensiva mishtafan savning a diverse populahan en estim Long Island, Now York The VICE PRESIDENT FOR STUDENT AFFAIRS, a cevetul oliko postan aport to the President and is responsible for providing College inde leaders coordination of the student affairs programs offered at the three same

coordination of the student inters programs universe as a finite attention stee.

The PROFILE of the successful candidate self-include substantial advantage and the successful candidate self-include substantial advantage. IRB FITUPLE of the concession conductor will include substantial antimericans operationes; interrupting of situations in times a repension in program diversional, ability to work effectively with demans efficient and possions invidence of professionality; and an amend decisional or situation is flame or a relational fail COMPENSATION for the postion includes a comprehens safety and a

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Mt. Wayne Pevey, Chair VP for Student Affairs Serarch Committee is a fair of the Student Suffolk Community College Settlen, New York 11784 518451-4163 FAX: 5187/32-0260

The screening process will begin on September 1, 1932; however, applications with Suffolk Community College is a unit of the State University of New York and is a EEO/AA employer.

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Rasidence Life: Rasidential Colless Director, Mortheast Minstern State University. Available immediately for Pall, 199, Technologie, (Ive-de-position in resident) client facility housing 600, Responsibility in



#### **FXECUTIVE DIRECTOR**

#### Office of Planning, Evaluation & Budget

Office Of Platfilling, Lvaloution of Budget.

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heidate and secondarily to the Vice President for Academic Affairs. Minimum qualification for the protein include en assured inclusing a large department of the present of administrative bacteristy in strictique and institutional planting of the present of administrative bacteristy in strictique and institutional planting and the present of a single process including proposation of backgars, process including proposation of the date process including proposation of the algorithm of the process and the process of the process of the strict of the process of the striction of the process of the strict of the st

enforment.

Neithallans and applications, including tone copies at a personal resumd and a list of five references, should be postmarked no later that July 17, 1992. 

Nome and principles are encouraged to apply. The subry range for this position \$570,000-\$77,000. Address all currespondence in

Dr. Getty M. Film hum, Seanch Chair Office of International Programs University of Nurth Florida 4567 S. John's Oluli Road, South Jacksonville, Florida 32 224-2645

The University of North Chemia is an Alternative Actions, Equal Copyrisionly Employee



#### Assistant Vice President for Academic Affairs

litifof responsibilities are related to the implementation of Section III institutional liffocuries a of the SACS criteria for accreditation This involves design of assessment process, implementation of surveys, and feedback of results. The remainder of the responsibilities are general academic a dministration.

The position requires a minimum of a Mastom degree. Three-five year related experience is desirable. Significant academic loader site and organizational expertien is essential. Candidates with experience in a read design colleges with be given professee. Or a read design colleges with be given professee. Qualitative and quantitative analysis experience is important.

Review of candidates will begin on August 3 and continuo until position is filled. Send cover letter, resumd, an official transcript, and nemes and phone numbers of three professional references is because I have, vice Prevident for Academic Affairs, Ringling School of Art and Design, 2700 North Tamismi Trail, Sarsson Florida 34234

Maging School of Arcend Dunigs is an Affirmative Action/Repub Opportunity Employee

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### VICE CHANCELLOR FOR

#### University of Missouri-St. Louis

Applications are hotog accepted for the position of Vice Chancellor for Chancellor works of code by with the Chancellor for Ch

The successful candidata atso must have strong interpersonal and negotialing skills, and an ability to communicate effectively and work collegial by with a variety of constituencies.

y with a variety of construencies.

Candidates must submit a letter of application, resume and names, telephone numbers, and addresses of at less three raferences. Completed applications, as outlined above, must be received by July 31, 1992 and should be addressed to:

uil be addressed to:
Office of the Chancellor
Vice Chancellor for University Relations Search Committee
University of Missouri-5t. Louis
8001 Natural Oddge Road
801 Woode Hall
St. Louis, MO 631214699

An Equal Opportunity Employer

# North Carolina State University

Applications and minimators are invited for the position of Assistant Vice t.hamcellur for Advancement Services to be filled by September 1, 1992 Lamerule for Austracement Services to the IIII of by September 1, 1992.

Responsibilities: the Asolated Vice Chancellus has Absonacement Services will appart to Jin-Very Chancellus In Australia Advancement. Service will supert to Jin-Very Chancellus III of IIII and Advancement. This problemy will manage and supervise all traillustrated Advancement admirabilities service is too litera in Indiana, Jill reserving and Jun esoling, data laws management, and Juliana Hedinana and esocial. This problem the manage provinced humage part texts, poyettif, and will provide limerical analysis and supervise the lamby of the gentile cities data.

Final Constantly, Affirmative Action Employe



#### VICE CHANCELLOR FOR ACADEMIC SERVICES AND RESEARCH

#### Virginia Community College System Richmond, Virginia

The Vire Chancellor for Acadomic Services and Research reports directly to the Executive Vice Chancellor and provides leadership in castring out the acadomic mustlom and research design needs of the 23 community colleges within the Spacen. The Vice Chancellor assists in the Implementation of Affirmative Action programs relative to student actions assistances and extension. Alturnance Action programs relative to student recruitment and reterrifion. An estimed discourse and previous surrestful administrative experience in higher educations are required. Knowledge of and instructive experience in design and implementation are esternished. The experience design and implementation are esternished and studies to experience design and around the experience design and a

Viginia Community College System Human Resources Office, 16th Floor 101 N. 14th Street, Richmond, Viginia 23219 AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

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# UNIVERSITY RELATIONS

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control Convention Secretarias et anguleros. A disgresa in acciounting, finance, bus-ness, managament of computer science, from no accordance College or univer-tante of the convention of the Penlarrad qualifications includa: Experience with a large research institu-tion or public higher education; indvanced degrae in accounting or related field; knowledgo of current tax lows applicable to non-profit organizations

#### Assistant Vice Chancellor for Advancement Services



The Vice President for Instruction researes directly to the President and is responsible for the direction, administration, insternish and coordina-consideration of the direction of the direct

TUNIOR COLLEGE

Trinidad State Junior College is an Affirmative Action, Equal Opportunity Employer.

ucational and social programmina, and pro-viding general building management for the Fairhayen Raideotale Complex, which, is part of a progressive, community-oriented Residence Life Programs, Master's degree in Stindent Personnel, Higher Education, or a related facil; two years of relations this supervisory experience required. Salary is \$1,877/seeable for this Urvenit position. In

Respiratory Cares Instructor, Applications are invited for the position of instructor in the Respiratory Care Department, AAS, AS or more advanced degree, Orachaste of R.C. R.T. Or approved Receipatory Care Department of Iteration and Account of the Account of Iteration of Iteration and Iteration Items in Section 2018.

four years' as privace in Retainstory Case. This possible is for twilve months ser year and entery is conceptive and depends once smallessings, exceptions and the pends once smallessings, exceptions and the latest property of the pends of



WEST GEORGIA COLLEGE

Vice President for Business and Finance

General Description The Vice President for Business and Finance reports chrecity to the President and in responsible to the general financial operation of the College: accounting, particular, interned apairs, and property control. control stores and other lineal services: operation and minimized the hybridized pathy tipolic college; promoted service; amilitary tensioned the profession produced perior and administration are not a function of the Vice President for Robinsts and Fanancia and the Vice President for Robinsts and Fanancia.

Administrators reporting to the Vice President for Business and Finance are Oirectors of Business Services, Plant Operations, Auxiliary Enterprises, Per-sonnel, and Pakic Safety. The position carries no locality rank, huveveer by college statute, the Vice President has laculity tabus.

Couling I saves, in w Vist. Primoven the security strong.

Qualifications: A minimum of a localited stronger MBA and/or CPA pre-ferred with relevant experience in college administration and financial and lacilities management demonstrated adhiby to work conquestively and eluc-tively with various constituencies; strong management and organizational skills: experience in policy formation and implementation; working knowl-edge of MACUBO tanglates and guidelines preleved.

Salary: Salary is commensurate with the background and experience of the individual selected. In addition, the college has an excellent litings benefits

package.

Collegar West Georgia Callege is a state college in the University System of Georgia oldring two-yeas, four-yean, master's, specialist's, and cooperailse clothoul degree with three undergraduler schools and a guadate school, extendiment is in excess of 7,500. Capacity for modeln students is approximately to the colleges with our annum is fast within the western boundary of Calle Colleges with our annum is fast within the western boundary of Calle Colleges with our annum is gain within the western boundary of Calle Colleges with our can make it is sufficient to the college within the college within the college within the section of the college within the colleg

To Apply: The position will be available beginning July 1, 1993. Nomina-tions about the sent to the address below, for Juli Consideration, applications should be restricted by September 1, 1992, but the position will remain open until liked. Send letter of application, detailed resumé, official Isanscripts, and at least these letters of professional references by

Oi. Oavid Hovey, Chai Search Committee for Vice President Ion Business and Finance West Georgia College Carrolison, Georgia 301 t8

The names of applicants and nominees, refaustés, and other general autorida are subject to public inspection under the Georgia Open Records Act. West Georgia is an Alirmative Action, Equal Opportunity Employer and strongly encourages the applications of women and stronglise.

North Carolina State University

Associate Vice Chancellor

for University Relations

Applications and nominations are invited for the position of Associate Vice Chancellor for University Relations to be filled by September 1, 1992. Responsibility of Invascules Vice Chancello for Inhibitory Relations will report to communication for Inhibitorial Advancement and its reponsible for communication in Inhibitorial Characteristic and Inhibitorial Advancement and Inhibitorial Advancement and Inhibitorial Advancement and Inhibitorial Advancement and Inhibitorial Inhibitoria

perion.

Qualifications: The Associate Vice Chancellor for University Relations about 164 a Master's lappes or have equivalent expositors for cummunication of the Communication of the Communication

Equal Opportunity, Affirmative Action Employer

VICE PRESIDENT OF ACADEMIC AFFAIRS

VICE PRESIDENT OF ADMINISTRATION

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VICE PRESIDENT OF ADMINISTRATION

#### REQUIREMENTS

RECUREMENTS
Applicants must have an azinor meete's degree or an advanced degree of et leest equivalent atendand from a recognized college of a characteristic properties of the control of

SALAFY
The ourrent selary range is \$57,054 to \$71,769 annually. New employ
as a to the District will be ellocated within the selary range accordin
to previous selery. Employee benelite include it 2 patch pickeye enn
ally, 25 deys peld vessilon ennually, district-peld medical/hospile
ciental end waten care plans end a \$40,000 group lile insuren.

FILING AN APPLICATION

FILING ANY APPLICATION

Spér sech noutlin anglied for, a separate application consisting of ensure, e letter of intent, and this a lotter of recommendation, must be received not later then 4.30 pm. on Fridey, August 7, 1902.

Materials must be received by mail or little in parson at the Cardinated Gelerich Unit, Lox Anglete Community College District, str. Vieta Seventh Street, Los Angeles, CA 90017, Islaphons (2/3) 891-2211.

THE LACCD IS AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER.

#### VICE CHANCELLOR FOR ACADEMIC AFFAIRS & DEAN OF GRADUATE SCHOOL

The University of Arisanse for Medical Sciences, invite a commentions and applications for the position of Vice Chancellor for Academic Ania and the Caralana School. The position proposed intelligence to the Chancellor proposed produced to the Chancellor proposed produced to the Chancellor proposed to the Chancellor works with the Dears of Medicine, Muscland aff. The Vice Chancellor works with the Dears of Medicine, Muscland and Chancellor works with the Dears of Medicine, Muscland and Chancellor programs.

Applicacia must bave e doctorate degrao. Experience at e health sciences campus is preferable. Applications, accompanied by a current résumé.

Dr. Harry P. Ward, Chanceller University of Arkacsas for Medical Science 4301 West Markham Street — Slot #541 Little Rock, AR 72205

Applications are due by August 1, 1992.

The University of Arkansas for Medical Sciences is so equal opportunity, affirmative action employer.



See a Secretaria de Constitución de Constituci

middle school program in human nessitus and a proposed poperary on the Human Gramm Frick: Qualified into include Fr.O. to the biological schooles, stenlien writing stills, and sapremence annuages rough and projects. Experience in currisus the schooles of programment and knowledge of pression development and knowledge of pression and proposed and profession are desimble. Candidate must define the profession writing proposals. The position of the profession writing proposals.

Mcmphis State University VICE PRESIDENT FOR ADVANCEMENT

Memph is State University seeks applications and nomination the newly created position of Vice President for Advancement. University at a comprehensive, urban university with 20,600 molecuted in a pleasant residential secting of Memphis, a metopal area of approximately one million people.

As a member of the President's service recongeneer suff, is by President will have exponsibility for the plenning, organisational administration of the University, found-rating such disensations. This obvancement position will be responsible the eliminal large dozon, development of a significant plenned giving power and the direction of the University's educational foundation.

#### Minimum qualifications includes

- Demonstrated experience in organizing and managing high-level volunteer campaign structures.
   Experienced fund miser with a high level of interpenous, and the companion of the companion
- ommunication and organizational skills. communication and organizations skills.

  Froven record of accomplishment and a demonstrated shifts to work well with potential sources of top-level gift support, as well as with University officials, volunteer leader and
- campus fund-reising personnel.

  Minimum of five years of increasingly responsible experien In annual giving, capital campaigns, and alumni affair.

  Comparable comprehensive experience at the senior executive level in a large, complex organization will also be

- considered.

  Familiarity with contemporary issues and methods is higher education institutional advancement and philanchuspy.

  Technical expertse, personal ast tributar and energy to less without other advancement activities of no institution.

  Activities to work with a highly productor facility is identifying the contemporary of the contemporary is not contemporary of the contemporary in the contemporary of the contemporary of the contemporary is not contemporary in the contemporary of the contemporary is not contemporary in the contemporary is not contemporary in the contemporary of the contemporary is not contemporary in the contemporary in the contemporary is not contemporary in the contemporary in the contemporary is not contemporary in the contemporary in the contemporary is not contemporary in the contemporary in the contemporary is not contemporary in the contemporary in the contemporary in the contemporary is not contemporary in the contempora
- Master's or doctoral degree in a discipline relative to the

Salary will be competitive and commensurate with qualifications. Screening of candidates will begin on July 24, 1992 and continue until the position is filled. Applications, credentials and nomination should be submitted to:

Search Committee, Vice President for Adv. Office of the President Memphia State University

in Equal Opportunity/Affirencing Acuten University



#### ASSOCIATE VICE CHANCELLOR FOR FACILITY MANAGEMENT

The University of North Carolina at Chape I fell Burdes applications for position of Associate Vice Chancellon for Facilities Management. The American New Chancellon For Section (Associated Section Chancellon Construction Antimistication Provided Final Vice Chancellon For Section Construction Antimistication Provided Final Section Construction Antimistication Provided Final Prov

Business and Phance.

Responsibilities: The Associate Wee Charaction is responsible for insultaneous and operation of University facilities and spinneds could'd not be a considerable and operation of University facilities and spinneds could'd not be a considerable and a consider

Salary: Compective and commensurate with qualifications and expenses.

Applications: Applications will be received beginning immediately and until August 15, 1992. Applications and nominations should be set to Chair, Associate Vice Charcellor Screening Committee, University of North Carolina at Chapel Hij, Rusiness and Finance, Cel #1000, 300 Soulb Building, Chapel Hij, NC 2799-1000.

EQUAL EMPLOYMENT OPPORTUNITY, ATTEMATIVE ACTION EMPLOYED

Improved of recent obviouses in sciences are consistent with the construction of the c

Sanada's University of South Carolina Constal Carolina College is seeing at A-salant Professor/Instructor. Position resi-able August, 1972. Recommends: Mr. for Instructor's ABD or Ph.D. (grafactal) for

**BULLETIN BOARD: Positions available** 



#### VICE PRESIDENT FOR ACADEMIC AFFAIRS **University of Guam**

Under the administrative direction of the President, the employee in this position works with mide latitude in the extencise of independent judgment and action to pirsue effectively the exclusions of the University of Cinan. The Academic Visce President is saided in earlying out these duties by an Associate Avademic Vire President.

asisted in carrying out these cutters by an Assacrate Arademic Vire President.

Major Reponsibilities: Supervises; prugrams in the area of admissions and records,
outrights, instruction, received, library services, student affairs, cuntiming education
and the computer central control of the computer of the computer central control of the computer central c

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Malmum Qualifications: Errored docturate from un accredited college or university, sensitiatriave caperines in a font-year college or university, recurd of effective teating, resourch de aeroice demonstrated by lawing cannel senium faculty rank; U.S. Girm of U.S. permanent resident; theumistrated understanding of academic issues; baswelege aeroic sold in bodgetting, personnel procedures, academic advisement, and evaluation of programs and personnel.

cratisation or programs and personner.

Butable Qualifications: Dynamic leadership qualities; strong organizational, human-rishins and communications skills; proven ability to obtain and administer grants and omratic experience with diverse molti-ethnic popolations, preferably Asians and Pacific idanders.

Salary: \$70,985.00 - \$86,508.00 per Annoni Three-Yeat Initial Contract (this is a non-tenure track position).

Application Process: Submit current vita, an official transcript from institution award-Application recess: Month current virs, an onicial transcript from institution awarding the highest depres and insofficial transcripts of other degrees carried, three current learns of reference sent directly from petnous knowletdepide about the applicant's need medical and administrative performance, and request for efficient application form a beneficial and administrative performance, and request for efficient perfection for a beneficial McCarthy, Vice President for Academic Atlain Sustan Committee, co Ferronscripts of the Cartinian Manglian, Guann 1902.

Application Deadlino: To ensure full consideration, all required application documents must be postmarked and later than September 1, 1992.

For more information, call (671) 734-9109, 734-9535, or call Dr. Juhn Rider toll free at 1-80-821-9233. EEO/AAE.

#### VICE PRESIDENT FOR ACADEMIC AFFAIRS

St. John's University . New York

St. John's University invites applications and nominations for the position of Academic Vice President. The individual will report directly to the president, will serve with commitment to the University's mission as chief academic officer, and will be responsible for all academic programs of the

St. John's University, founded in 1870 by the Vincentian Community, is a comprehensive national university comprised of ten schools, colleges and Institutes. It has campuses in residential Hillcrest, Queens and on Grymes Hill, Staten Island. With an enrollment of more than 19,000 students, St. John's is the largest Catholic university in the United States. The University has sizable international student and faculty populations, as well as a variety of sludy abroad experiences at both the graduate and undergraduate levels.

Preferred qualifications include:

- An earned doctorate
- A record of scholarly achievement and teaching success on the graduate and undergraduate levels
- A commitment to collegiality in decision making and to faculty development
- A proven record of accomplishment as a senior academic
- administrator An experience in working effectively with diverse student
- populations
- An understanding of and sensitivity to the mission of the University

The screening process for this position continues. Starting date is negotiable.

Dr. Andrew Bartilucci Executive Vice President and Chairman Academic Vice President Search Committee St. John's University Jameica, NY 11439

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#### Associate Vice President for **Enrollment Management**

TEMPLE UNIVERSITY, Incated in the Philodelphia metropolitan are, benefite comprehensive, public research university with the compares including a unique to alth action a context and address complement of approximately 30,000.

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Application and semanticulous are being a sought for this newly streetly policies. The Americate Vice Perceival expents to the Vectorial policies. The Americate Vice Perceival expents to the Vectorial policies. The Americate Vice Perceival expents to the Vectorial policies. The American American Conference of the Citizen of the American Conference of the Citizen of the American Conference of the Citizen of the Citizen of the American Conference of the Citizen of the Ci

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### TEMPLE

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EXECUTIVE DIRECTOR The Peabody Museum/ Essex Institute of Salem

This selectural Probady Mussian and Esson leading of Selem, Massectar-sells, have just integral and are seeking an Executive Director in others the rundinged callity, this is an unput of the probability of the con-traction of the contract of the contraction of the contraction of the saint from magnificent siled sets of rules thus with expanding their local, national, and international studies of the contraction of the contrac

The mergoil institution projects an annual operating budget of \$3.6 million.

A fund-raising enrepsign to increase undewinent (currently at \$24.5 million), and provide new capital funds is anticipated.

and provide new Campon tomors is an expension.

The new Executive Director must be an adroit agent of change, with unistanding communications, memografia, fund-raising, and political skills. Candidates must have a demonstrated sensitivity to and interest, if not formal credentials, in this visual artia and in American and would listory. Respond in confidence tu:

Ord Coast and lakes. School returned and later of particular to Dr. Weijiam Chapt Martin Chapter and concurrate weeces and enforced and the Coast Coas Student Activities: West Virginia State Uni virgity, Program Coordinator for Studes, Activities. The coordinator in arguments for desiration, planning and implemental activities for a diverge student proposition. The transport of the coordination will state it student crymin tations with development and coordination of coultage versies, and occordination definition. armed and neutral Bills SLI is to AMESIA subject.

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ASSISTANT VICE PRESIDENT

Facilities Planning & Management

Whyne State University is an urban retearch institution with urer 100 buildings shasted on approximately 163 see the postlone of the postlone of the postlone of the postlone of Australe Vice Proceedings of Excilities Extensing and Management.

The Austrast Vice Procklend directs planning glots including brighting of the postlone of

neeus.

The facilities workforce consists of 350 employees represented by 8 unions.

The Assistant Vice President reports directly to the Senior Vice President for Administration and Finance.

Administration and Finance.

A bachelor's degree in exhitections on engineering fine to seven seed of A bachelor's degree in exhitections on engineering fine to preven seed applicable managerial experience of the engineering of the engineeri

Salary and benefits an attractive. Position available july 15, 1992. Please send returne and salary history to the address listed below:

Wayne State University Employment Services 100 Antoinette, Room 263 Detroit, Mi 48202 Posting #774

Wayne State University is an alifemative action, equal opportunity employer.

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#### PRESIDENT

#### Chattahoochee Valley Community College

Christian Outchee's watery Communitarity Conteger
Applications are fine excepted for the position of president of collections. Applications are found of the many and the content of the positions in health under disease are in size created Adamse, under content of the content

housing and exponse allowance.

To be condident dor this position, the applicant must complete and selural it.

Department of Postsecondary Education application form; a compenhensive study of the selucion specification form; a compenhensive study; application form; a compenhensive study; and three disters of reference to the selucions shown below no later than August 14, 1992. Applications positionated after August 14 will not be considered and will be relument to the application.

August 14 will not be considered and will be rehumed to the applicant.

On Tred Gainous, Chemiciller
Adams: On Tred Gainous, Chemiciller
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EQUAL OPPORTUNITY EMPLOYER

#### CHANCELLOR

#### The University of Michigan - Dearborn

The University of Michigan - Dearborn

Aminations and applications are invited for the peallion of Chuncelton of the Property of the Property

Student Affahr/Dean: Dean of Students, Marskell University. Responsible for ad-citalistration policy development and imple-mentation, economics of earth, budgettes, programs planning and implementation. Re-toonable, the program of the consideration of the con-taling the control of the control of the control of the con-taling the control of the control of the control of the con-taling the control of the contro

Students Services, Idealth Honestion, Reductive Mouse Problems Abouse Abouse

### PRESIDENT

#### University of Hawaii

The Board of Regions of the University of Hamili invites remainst applications for the problem of Periodeum of the University of Hamil-(Lowersch) yas determinently Hamil of Regress, the University of Hamil-to-I land-great, acceptant, and space-grant instruments constituting the land-great, acceptant, and space-grant instruments constituting the to-I land-great, acceptant, and space-grant instruments constituting to I land the I land to I la

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In its urst President, the University seeks an individual with the following

Ability to serve as head of a university system

Anothy on serve as necks or a morecastly system.
 Ability is a heal the University in all of its multiple minion and access community ordege education; bacediamente education in thirstal arts and pre-productional areas, professional education grabate education; and recognition.

Demonstrated experience in managing an interprise at least is on-plen as the University of Hawaii n Ability to understand and work effectively in Hawaii's multicolored

Ability so promote the University's growing international self, pa-ticularly in Asia and the Pacific.

A cademic or intellectual preparation sufficient to earn the respect of the faculty and the community of a major andversity.
 Annussions and applications should be sent to:

Mr. Roy Y. Takeyana Chairperson, Screening and Advisory Commine Buant of Regents University of Lawan 2441 Deh Street, Ruom 209 Honduln, 111 20022

Applications should include a current resumn; and a thoughtful letter decay my the randislate's qualifications in terms of the critical stated above. lag the randistate a quantizations in terms of the crurius states asset.

Applications will be recurred a outnot to up on August 14, 1992 Ciniban whose applications are necessal after that date a must be promoted following anticeration. The promote will be following a families [1, 1993].

tateratum. The product will be filled on January J. 1993.
The University of Heaves is an Equal t hypothomay. Affirmatics Acids Institution. This search is accounted by the Prevalential Seach Consideral National of Heavestoning Boards of Universities and Galerya.



The Itoard of Trustees of Hrevard College Invites nominations and expressions of interest in assemb for a president to assume office in the summer of

This two-year college of the United Methodia Church offers a university-parallel liberal ans corriculum to 800 students in the heart of the Blue Ridge Mountains, and 94% of Itreverd's graduates subsequently enroll in four-year colleges and universites.

The search committee will begin its review in July of those who send a letter, vita, and list of at least five references. Inquiries and nominations should be addressed to:

P. Crowder Falls, Chairman Presidential Search Committee Brevard College

P.O. Box 506, Brevard, NC 28712

Brevard College is an equal opportunity conflore

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RULLETIN BOARD: Positions available



#### PRESIDENT

SALEM COMMUNITY COLLEGE Carneys Point, New Jersey

he board of Reuters of Salem Community College invites applications have advantaged for the position of President. The President is the College and President is the College and President is the College and President in the March 1997 of the March 1997 of the America of John Anal Settling in which it is strated and the Country of the College and President in the

a Malor.

The offiger seeks a leader who can continue the record of growth in the offiger seeks a leader who can continue the record of growth in committy involvement and carryum and prop, and nevelopment which sended over its continue to the continue to

s ha earned doctorate preferred. Arcord of progressively responsible administrative experience in com-guilty colleges.
 I be also experience and understanding of the teaching learning proc-

est.

Commitment to the comprehensive community college philosophy.

Commitment to and track record of strategic planning,

Commitment to faculty, staff and student diversity and appreciation of technical data fearned-more.

a Continuent to Tracky, and the Continuent to Tracky and staff experience. In collective burgaining process, elascrizating of and experience in collective burgaining process, elascrizing in participationy management, as the specific and dynamic problem solving and decision making ability. 5% in budget development, financial management and resource development, financial management and resource development.

And the bitman successfully with governmental agencies at all levels and with business. Inclusing billor and educational operatations. Committees to committee to be pade the building the state of the committee to the committee to be pade the building and the committee to the

Application Process:

Application Process:

Application broad state briefly in their letter of application how they mee

the quistions lated above. Applicates should also satisful a querie

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united his facilities and application of the contacted without premission from

the species. Applications should be postmarked by July 19.

Applications should be posteroirated by july 10.

But included Search Committee will begin reviewing applicants' made-lact may also june 30, there in or a short his may are specially discussing of your to be line. Proceedings of the committee of the statement of the processing of the committee of the statement of the committee of the May Scott Search Committee of the committee

An Equal Opportunity, Altimative Action Employer An Association of Community Colleges Trustees (ACCT) Search

#### LANE COLLEGE PRESIDENT

Line College invites nominations and applications for the position of freiden of the College with duties communicate in Sertember 1992.

historia de la College with deutes communicate in Septembro 1995.

Lan Gelige in a syrvice, historical yil Mack, churcher Intella (Partiem) influente il Baroque) conducational, thereal sirv college, incured in lack-intellation of Trustees in seeking a broadly-characted persons on effective and the seeking of Trustees in seeking a broadly-characted persons on effective intellation of the energy and senior to lead the dealer intellation of the energy and senior to lead the dealer into the energy and senior to lead the dealer into the energy and senior to lead the dealer into the energy and senior to the energy and senior that the energy and the energy and senior that the energy and the

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COMMUNITY COLLEGE DISTRICT

invites applications for the following full-time academic positions: DIRECTOR OF OAKLAND COMMUNITY COLLEGE RESOURCE

DEVELOPMENT/ PLANNING VICE PRESIDENT OF STUDENT

VENTURA COUNTY

Oxnord College Closing 8/3/92 Contset Personnel Services for an application packets Venture County
Community College District 7t Day Road,
Ventura, CA 93003
(805) 654-6424
The wester County Community
College District is an Allimative
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Sept. 1, 1992 sautiful community on eastern Long Island, New York

Enrly childhood specialis Cuniculum background Shor communication skills Pariso patory decision maker

Apply in writing by July 15, 1992 Mr. Richard C. Malone Superintendent

SOUTHAMPTON 70 Lelend Lane samplon, New York, 1198 Pleasa, No Phone Callel Equal Opply Employer/A

#### **PRESIDENTS** OAKLAND COMMUNITY COLLEGE

**Highland Lakes** and **Orchard Ridge** 

(Two openings available)

beliefed Community College is a multi-cempus public two year institution of two locations eventup most then 5000 deuted par semisers in Oxidiand County, a dynamic growth size of Southwest Michigan. The Highland Lakes Cempus serves approximately 6,000 credit students per semiseir, and the Orchard Ridge Cempus serves approximately 8,000 credit students per semiseir. The president of sech cempus are approximately 8,000 credit students per semiseir. The president of sech cempus is responsible for the overall opera-tion of the cempus and reports directly to the Chencellor.

in underteking its search for the president of Highland Lakes end tor president of Orchard Ridge, Oskland Community College seeks to assess experiences and preparation which demonstrate the ability to lead by:

n intusing a vision for the campus learning community which aligns competibility with OCLC's districtwide vision:

mail vocci a usuriciwina vision; a participating sa kuli member of the districtivide leaderahip teem white concur-rently anabiling compus faculty, steff, and administration to work togethar; a providing tocus and follow-through using teem management skills and problem-solving abilities:

a longing costitions both inside and outside the organization that benefit the learning community;

a listening and interacting with the college community on issues affecting the col-

segs; a enticipating needs and isunching new initiatives, particularly those suited to a suburban setting, which push the campue and OCC toward its strategic tuture; a giving avidence of a strong setf-concept, the highest integrity, and substantist energy.

Minimum Questifications.

Minimum Questifications are served.

Minimum Questifications are served doctorate, and are served doctorate, as well as the continuation of the position must have the following minimum questification are doctorate, seven years of community college administrative experience with increased deviets of responsibility in areas of instructional administration and inscribe imagement; a minimum of three years of tasching experience or compatible proteasional adductional axperience, scaled to the following of the contraction addition.

To receive an application torm, please acid the Human Resources bepartment at (319 540-1574, Applications with be matted through friday, August 24-24 (Orchard Ridge Campus). The anticipated staffing date for these positions in a no later than a summer of 1993. Staffing compile the completive for the area, experience and responsibilities outlined. Working conditions and banelits are exceptional.

As an Attirmative Action, Equal Opportunity Employar, Oakland Community College is seaking candidates who will augment the diversity of its tecuity, stall, and administration.

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vas charged with the task

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Education Department's hurls-

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Quality of Data

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ing Out a Plan

## **End Paper**



# The Vicissitudes Faced by American Modernists

N THE AUSPICIOUS OCCASION OF his exhibition at the Muscum of Modern Art in 1930, one front-page headline read, "Weber, Once Held 'Lunatic,' Given Big Show." It was reluctant, indeed almost damning, praise, particularly considering the magnitude of the honor at hand, yet it epitomizes the vicissitudes faced by Max Weber and his fellow American modernists. In fact, Weber had by that time received substantial recognition within the small coterie of the arl world and was respected for his knowledge, idens, and experimentations.

Very early in his career, during his first New York show, he was honored with the patroning of Arthur B. Davics and carned the interest of the esteemed Rubert Henri. In mid-enreer, he became the first American artist eclebrated with a retrospective at the Museum of Modern Art . . . and the second so recognized by the Whitney Museum of American Art. Yet his reception by the popular press was mixed at best. Even in 1930-over fifteen years after their crention-Weber's still-unfamiliar abstractions were mocked and derided, as too was the cause of "indvanced" urt: The . . . canvases range from tortured expressions of an

ingrowing mind and a groping hand to vapid grotesqueries . . . or dull arrangements of women's hodies—or rather the bodies of an arthritic race of his own conception. . . . In an age of egotismwhere painters how to their souls first and their art afterwards-Max Weher is outstandingly sellish."

Such biting period criticism indeed seems a humorously bombastic historical curiosity today. However, the public's derogntory and disheartening response to new artistic expressions (which to this day has an unfortunately familiar ring) often negatively affected the American artistic personality; Weber's cureer, for example, was murked by lingering bitternesses. The vitriolic judgement of the masses became -in the most confident times—a strange kind of validation, a hadge of avante-garde courage. . . . Weber wrate about his sale exhibition at the Newark Muscum; "As for my pictures on view, I only wish I could have more advanced ones; but, as you said, these will do splendidly to

begin 'trouble' with."

With his break from the close-knit Stieglitz circle in curly 1911 and withdrawal from the prestigious and pivotal Armory Show two years later, Weber found himself enught between the politics of the art world and the public's hostility to advanced art. Barely in his thirties and one of the most knowledgeable and forward-thinking artists of his generation, he saw his predictment as undeserved and disappointing. Yet Weber's plight was hardly utypical, for contemporary artists in America were faced with the reality of inherent conservatism and a national pragmatism that left little respect for their aesthetic endeuvors. The climate was quite unlike that of Europe, in whose venerable artistic history and values Weber was schooled.

At the height of his exuberance, Weber faced the chasm between his aspirations and those of an uninitiated public who tended to see such pictorial exploration as a frontal attack. Morality, not just aesthetics, was at stake. In 1915, one reporter summed up the outrage: "Art courage is as descried to-day as scientific fervor was in the Middle Ages. Yet without the spirit of the inventor what is

An exhibition of more than 60 paintings and drawings by the American cubits Max Weber (1881–1961) will be at the Corcorus Gallery of Art through August 9. "Mos Weber (2014) Decade: 1910–1920" will then travel to the Abright-Max Brooklyn, N. P. (Septimber 12-Cutober 23): the Brooklyn Maxeum. Brooklyn, N. P. (Septimber 12-Cutober 23): the Brooklyn Maxeum of Art, Larnhow 13-January 10, 1991); and the Lax Angeles Cunti The test above 40 Sueles (February 16-April 25, 1993). The test above 40 Sueles (February 16-April 25, 1993). The test above 40 Sueles (February 16-April 25, 1993). The test above 40 Sueles (February 16-April 25, 1993). The test above 40 Sueles (February 16-April 26, 1993) and the Lax Angeles Cuntil 26, 1993 and 1994 and

reorganize its Office of eligible beenuse of their unpaid

"The authorization of additional student fluancial assistance for funited on federally insured loans has been a majur concern," Mr. Thomus said ut the henring. He related that the problem had continned even though he had first raised the issue in April 1986.

The tuspector General's "Semiunnual Report to Congress," retensed hist minith, also blusted the department for keeping its fiunncial records in such disurniv that "the general ledger cannot be used to produce necurate and auditable financial statements."

Mr. Riso neknnwledged the problem with the Pell Grant estimutes, noting the difficulty of fore-

easting demand for the program

yenrs in advance, as the budget rocess demands. Nevertheless, he said he had hired a consultant to assess the quality of the computer model that is used to predict the cost of the Pell Gnint prognem.

#### Cross-Matching Applicants

Mr. Riso said he also had moved quickly in stop loans and grunts to definiters. The department has spent \$435,000 to modify its contniet with the company that processes nid applications, to require it tu cross-match the applicants with a list of 4 million defaulters.

mensure. Mr. Riso said, until the Student Loan Data System running

however, including the Inspector General, say that completion dute is overly optimistic.

Congress approved the data base in 1986, but department officials

dragged their feet because they objected to restrictions that lawmakers put nn its use. The restrictions were removed in 1989, and the department usked for bids on the project in May 1992 The system is expected to give

the department borrower-by-borrower information on the size of loans, characteristics of the students, and their repayment histories. It should also improve the quality of the default-rate data that the department uses to expel insti- collects from guarantee agencies. department has the new National Lutions from the loan programs.

by the end of 1993. Some enties, partment officials have appealed to people." Mr. Myers said.

the 47 guarantee agencies to im-prove their default data so that the hand when institutions challenge the figures. But college officials whn have already battled the department over the data predict that more problems lie nhead.

1 eland W Myers federal liaisan officer for the California Comminity Colleges, said he did not think the data would be improved anytime soon. His experience in help ing to save eight community col-leges from being barred from the loan programs has persuaded him that the department has big proh lems with the information that it

trouble, and they're just not telling

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more's not really minding wels terms of bringing hetter tagement practices to the De-facet of Education," Mr. Har-

and on Capitol Hill are conwith the quality of the dedon't get the data systems up relier of greatest priority, this canol possibly improve."

tela have continued to get partment into hot water in past year. Many observers to the department'a failure to that the recession would ins demand for Pell Grants by 193 scademic years.

department's own internal thing also has continued to the layer at the agency's record thing, inspector General James Thomas, Jr., told a Senate hearas month that the department not perform the fundamenta k of preventing people who had hady defaulted on student loans

etiles new loans.

tellmated that the departhad made more than \$200in loans in the 1991-92 acayear, and awarded more sillion in Pell Grants to who should not have been

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### Supercollider Scientists Left Dazed and Angry by Vote to Kill Project

Scientists who have devoted their cureers to the Sspercunducting Supercollider reacted angrily last week to the House of Representatives' vote to end constructiua of the \$8.25-billiun subatomicparticle instrument near Dallas.

Many complained that the action not only was a personal blow, but sent a clear message to scientists around the world that the United States is not a reliable partner in international scientifie collaborations and is renouncing its leadership in high-energy physics.

"It's an absolute disaster," said S. Peter Rosen, dean of science at the University of Texas at Arlingtun. "The United States has been tremely demoralizing" impact on the world lender in this field since the Second World War. For Congress to almost willfully kill the who have made major commitheld is a nntiunal disoster."

#### 'We Made a Terrific Start'

Mr. Rosen, n high-energy physicist, said many naiversities in Texas and other states had strengthened their physics departments in receat years, hiring new faculty members to work on the supercollider, which was scheduled to be completed in 1999.

"We made a terrifie start," he said, adding that his institution had recently hired three scientists to work on the supercollider, "And

that will just be blown away. Although Mr. Rosen and other scientists hope to persuade the Senote to opprove the \$650-million requeated by President Bush for the project in fiscal 1993, many say that much of the dumage has alreody been done

George H. Trilling, a professor of physics at the University of California at Berkeley who heads the Solenoidal Detector Collaboration, an organization of 900 scientists from more than 10 countries that is designing and constructing one of two lorge experiments for the sup-

Continued From Page A19

that they recognize a danger in hate

speech and the human rights being

violated, but they see the danger of

censorship as greater," she added.

codes are also concerned about the

ruling. Hunter College does not

ban any type of speech, but its af-

firmative-action officer handles

complaints about comments that

may offead on the basis of race,

sex, ethnicity, sexual preference,

and hondicap. Paul LeClerc, Huot-

er's president, said he was not aure

that the policy would be allowed

under last week's ruling.
Officials of the University of

Wiaconain System believe a policy

that they plan to enforce next week

will not violate the decision. The

Wisconsin policy bars "epithets di-

rected specifically toward individ-

uals with the purposes of creating a hostile educational environment on

the basis of their race, geoder, or

aexual preference."

James E. Sulton, a special assist-

ant to the system president who

specializes in minority affairs, said

Some Institutions without formal

ercollider, said the Hosse vote wosld now make it more difficult to get other countries to commit resources to build the detector.

"There is no question that the action sends an extremely negative signs! to U.S. collaborators," he suid. "I am especially concerned about the signal it sends to Japan," he added

#### 'Extremely Demoralizing'

Japan is negotiating with U.S. officials on its contribation to the supercollider and may also offer a major commitment to his solenoi-

Besides the potential loss of funds, Mr. Trilling said the decision by the House is having an "exscientists in his organization.

"There are quite a few people ments of their lives to this project and their careers ore now in limmercy of political winds is devas-

Mr. Rosen of the University of Texas said the morale of many young high-energy physicists had been diminished by the action.

"A lot of young people have talked to me already," he said. "One young assistant professor at Southern Methodist University said, 'What am I going to do now? I could easily design video games for making.' These are the sorts of thoughts physicists are hoving as n result of the vote."

Although many scientists had opposed the supercollider, fearing its high cost would squeeze unt smaller research efforts, their critieism was noticeably muted last week, os they recognized the dire

cunsequences for their colleagues. In addition to the losses to selenwould mean that the approximate- ect.

Mr. Sulton said such policies

were important. "The eampus en-

in improving student retention, and

we know that racial harassment

Mr. Sulton acknowledged that

the Supreme Court ruling, and a

similar ruling on a state law last

week by the Wiaeonsin Supreme

Court, had prompted increased enticism of the university's code.

The Legislature may move to block

Mr. Yudof, who helped draft the

University of Texas speech code,

said there was a chonce that his

institution's policy might survive the ruling. That is because it is

based on "the intentional infliction

of emotional distress," which

courts have frequently considered

separately from free speech issues. Charles R. Lawrence, a profes-

has been a part of that environ-

ment," he said.

Legislature May Act

the code this week.

vironment plays a very erueial role

"I think the supercollider did Ruling Casts Doubt on Constitutionality of Campus Speech Codes

he belleved the Wiseonsia rule was sor of law at Stanford University,

legal because it refers to person-to-said he was disappointed by the Sn-



bo," Mr. Trilling said. "To have S. Peter Rosen, deen of sciance at the U. of Taxas at Arlington: "For people's careers and lives at the Congrasa to almost willfully kill the field is a national disastor."

erament has spent would end up have something to offer science," serving no scientific use.

Rep. Sherwood L. Bochlert, a New York Republican who led the fight to kill the huge project, said "any sensible taxpoyer anywhere in America will realize" that cutting the government's lusses now is better than continuing to spend billions of dollars more on un effort that will siphon money awoy frum two times the amount of money I'm other, more worthwhile scientific

programs.
"The rest of the selentific commnaity should stand up and cheer," he said.

But Robert L. Park, head of the Washingtua office of the American Physical Suciety, said many of the scientists in his group who initially opposed the supereallister auw supported it, hecause they belleved Congress hud unde n firm tists, killing the supercollider now deciaion to begin building the proj-

preme Court's decision. He said

Justice Scalia's option of banning

all fighting words was not reolistic

in higher education, because uni-

versities have wanted to allow for

as much speech as possible to pro-

Mr. Lawrence said Justice Sca-

lla's companison of hate speech to a

sound truek indicated that he did

not really understand that racist or

sexist stotements are more than a

auisance. "He has no sense that

there is a real injury involved,"

Others, while not necessarily en-

dorsing all aspects of Justice Sea-

lla's opinion, said the potential loss

of speech eodes was not o cause for mourning. Said Robert M. O'Neil,

director of the University of Vir-

ginia's Thomas Jefferson Center

for the Protection of Free Expres-

sion: "As much as hateful speech

represents an idea, however abhor-

rent, the university community is

not a place where we should sup-

Mr. Lawrence said.

mote the exchange of ideas.

he said. Rep. George E. Itrown, Jr., a Culifornia Democrat who chairs erculfider could be sort in mader told reporters that 30 milthe House Committee on Science.

"I can think of no comparable of Texas money, for the post the autional median income. cided that it could not afford the next level of understanding in a Prize-winning physicspii field of science.

"In this sense, the damage is for greater than simply the lass of 11. S. nents time to rebuild gard tofloor proposal would pay for learnership in high-energy physics. the quotient. Serue lostes \$70,000 anderes and demonstrate leanfership in high-energy physics. the project, Senate leans What we really me talking about is delay consideration of the

### Clinton's 'Strategy' Includes Propositi on Aid Programs, University Overhed

Guy, Itill Clinton last week roll costs un continuige released a 22-page outline of tion for employees. The what he would the as President—including several ideas for idl employees, not just in management positions.

The outline-"Putting People First: A Natiunal Economic Strategy for America"—was a ties that perform federally mix uf ideas that the Arkunsus sored research. The proper Guvernur proposed early in the reductions were project eampuign and mure recent proposals. Campaign ufficials said some uf Mr. Cliatun's early idens had been abanduned or revised and that the document represented his current thinking on national issues.

#### Replacing Loan Program

Governor Clinton, who presumably will receive the Demoeratie Presidential numination this month, said he wunld do the fullowing if elected in Navem-

Replace the existing stu- and development spending dent-loan programs with a Nutional Service Trust Fund that industries such as biotechia would pruvide loans to all students and give them the uption puting, and environ of repaying on an incume-connology," the outline said. tingent hasis or through national and jub-training program i

Require employers to people on welfare. apend 1.5 per cent of their pay-

# Reduce payments of

would put public rea

wurk with businesses and u

versities. "This agency sall

crease uur commercial res

# Provide more educ

-SCOTT JASTA

als on line.

To give supercollide p

overhead expenses of mix suve \$3-billion aver th four fiscal years. Set up a national con

hat way in the future.

White House documents said network, with the goal of initia "every home, business, classroom, and library 2015. The federal government leaves, and educational min

ul Secretary of Education for poli-19 and planning, sald each local and development agent i mogram would decide what type of Acreschool, weekend, or summer Fortans would qualify as supple-mental education. "There's no reaon why, theoretically, a college or miversity couldn't create a pro-

Sort of a Non-Starter

agraing that the vouchers could

Sevemment & Politics

a lost opportunity for ald

programs or redu

### Vigdar L. Teplic. & Bush's School-Choice Proposal Seen as Potential Source of College Funds be used for "earichment" pro- soon. "I

high-school students. "Some pro-

grants are already in place, and this

muy he an encouragement to devel-

Mr. Murker solded however

that he was masure whether the

funds would be enough in puy for

the programs and the easts of get-

ting students in the compases. "I

is we'll have to wnit and see."

Ted Murchese, vice-president of

the American Assuelatina for

Higher Education, said his urgani-

zution supported efforts to get col-

leges to work with schuolehildrea,

but he said the proposed legislation

would not be approved anytime

By THOMAS J. DeLOUGHRY

the physics departments and the nine physics departments said the nine physician bian, who recently just WASHINGTON President Bash last week reresident Bash last week to impressed the sale of truition you herse cauld work on a proposition and suggested au children if the sale is some of the funds could be But he added that he keep god on college compruses. celerator is a "iss or A a ceremony on the White chine" that would got the same laws at leaded by 1,200 parper cent of the 55° see; att, children, edocators, and uther chine and the same statement of the same statement o

"Simply Diaguating and children, educators, and united by the property of the der would be divided higt feel 1993 that he nent to Con-thut despite the rhebit by yes in January. cullider opponents, and Under the plan, the federal gov-saving may not any other than the spend \$500 million

transent would spend \$500-million saving may not go to obte the life of grants to states to subsidize proicit. Instead, he said this gans that allow the parents of ly to be used for the costs a low and middle-income students doms and other projects in the access schools for their chilergy and water approprie

That prospect is especial the federal government would tuting tu many particle he provide the programs with \$1,000 n
At a particle-physics swin substantivities could be supple-week at the Stanford Livery peated with local, state, or private eratur Center, Steven les facts to pay for private-school said: "It would be had may hitten, public school costs, or unt-

after serious discussion to dechool programs.

Itsel decided that foodsfrip Education Secretary Laurar Althe House Committee on Science, and Technology, said in a statement following the House would be mindlessly to disease made ship for the program. They statement following the House work and u hilling following but following the House work and u hilling following but grant to the program of spent, not the mention Silver tone was below either the local ur the University of Texas this was \$40,000.

Mr. Alexander said the Adminis

"No one told the GI's they couldn't go to SMU, Notre Dame, Yeshiva, or

Howard, It helped create he best system of

colleges in the world."

Ebenefits of the competition erelied by giving aid to families, rath-ir than to institutions. He said the lideral demonstration would entorage states to spend their funds

Arents would spend half of the k-school costs and the other half or ent-of-school programs, which te referred to as "supplemental

Bruno V. Manno, Acting Assist-Plus that would be altractive to a Percel," he said.

David Q. Marker, president of Condicollege in Iowa and a guest was White House ceremony, apded the Administration fo

soon. "It's sort of a non-starter." that the legislation had been sent to

Mr. Marchese and others noted that Democrats in Congress hod mote it clear in the past that they were opposed to school-choice progrants. Democrats have argued that vuuehers would couse more middle-income students to fice public schools and that such programs are unconstitutional because they would spend federal funds in religious schools.

#### Critica Charge Politics

Critics charged last week that President Bash was kowtowing to religious conservatives to strengthen his political base. They charged

Capitol Hill too lote far it to be approved, even if Democrats were willing to accept it.

President Bush told the White House gathering that the legislation would strengthen public education the same way the or Bill and Pell Grant program had strengthened public universities. He said the share of students attending public colleges had increased since the or Bill become law in 1948, even though veterans were free to attend private colleges.

"No one told the ot's they couldn't go to amu, Notre Dame, Yeshiva, or Howard," the Presi-

best system of colleges and universities in the entire world."

the vouchers would not constitute aid to religious organizations. "This is aid to families, not aid to institutions." he said.

Secretary Alexander, who lobbied for the plan last week on the "700 Club," a religious television program, denied that the Administration was playing polities. He argued that an election year was no o porticularly propitious time for President Bush to lobby for such a controversial bill.

Mr. Alexander said the Adminis tration would come back with the legialation next year if President Bush is re-elected. "The Berlin Wall came down after a while, and dent said. "It helped ereate the this will pass just as suddenly."

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Collaborative Role on State Problems Urged for Colleges

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Stanley G. Tate, the be

man who has chaired the le

since its inception, ackno

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Tu licip needy families aid

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But Mr. Tute, who cha

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nority audiences.

groups, the program

college charges.

By GOLDIE BLUMENSTYK

If numbers alune were a measure, the Florida Prepaid College Program would be an unquulified Success.

While similar plans in other states have bogged down in legal their children can not get into a and political disputes. Florida's program has grown to be the largest in the nation

Now in its fifth year, the program has enrolled more than 123,000 participants, is sitting on a \$26 million surplus, and generates about \$3-million in annual revenues for the various businesses that help sell and manage it.

But while the program shows all outward signs of success, some politicians and educators still worry that the state has underestimated the political and financial repercussions from the program.

State auditors have also questioned whether the program is really the best way fur families of modest means to save for college.

In many respects, the Flurida effort provides the best test yet of an iden that proponents have claimed could revolutionize higher-education finance and that detractors have charged is a ticking time bomb. Not only is the program large, but it is old enough for the state to have made adjustments in response to early criticism.

#### Similar to Michigan'a Plan

Like the plan initially proposed Michigan by then-Gov. James J. Blanchard in 1986, the Florida program allows families to prepay future costs of college tuition at prices close to current eosts. The State of Florida has guaranteed it will cover the easts of all contracts if investment earnings do not keep pace with tuition costs.

Many states have considered similar programs, but only Alabama, Alaska, Florida, Michigan, Ohio, and Wyoming actually operate them

For higher-education officials in Florida, the biggest fear about the program is that the state won't have room al its public colleges. As many as 80,000 additional students are expected by 2000

Enrollees in the program are not

space tFlorida also sells prepaid housing contracts). But some state ufficials fear families buying prepaid tuition contracts taday cauld be disappointed—and bitter—if Florida college. The state has anproved the creation of a tenth university, but not the money for it.

Financial considerations also cancern some program skeptics, whu note that the higher-than-projected tuition increases of recent years could continue in the fitture

The program is based on the assumption that public-university tu ition will increase by 7.5 per cent annually. Tuition at the state universities increased by an average of 3.6 per cent from 1988 to fall 1989, and by averages of 12.6 per cent and 12.3 per cent in succeed-

#### Better Investments Cited

Financial planners and at least one state legislator have also criticized the program, saying families saving for college could do better with investments that provide a hedge against costs of college besides tuition and housing.

"There's nothing extraordinary about the return that you're getting," says State Rep. Jack Ascherl, the only member of the Florida House of Representatives to vote against the program back in 1988. A financial planner himself, Mr. Ascherl says friends and colleagues often ank him about the plan, "I've never hesitated to tell them, 'I wouldn't buy it if I were

you," "he says, Program officials conceile its limitations. "We have never said that this is something that everybody should buy," says William W. Montjoy, executive director of the program. "We just try to make it easy to save for college."

The state nudit, released in March, praised the program for prodding families to start saving for college. But the audit suggested that even some of those who had signed up may not benefit.

The audit said that a disproportionate number of enrollees who



Stanley G. Tate, head of the Florida Prepaid Collega Programs: "We know that our sales are directly related to advertising."

from minurity and low-incume households. Most of those who canceled suid they could nut ufford to keep up the monthly installment payments. Those who cancel coutracts get their moncy back, but without interest. The overall cancellation rate is about 10 per cent.

"It has been a good middle-class

had canceled their contracts were

patinn in the program was "u major risk" fur thuse whuse children were years away from deciding where to go to cullege. Contract purchasers whose beneficiaries do not attend cullege ur who attend outside the state get their money back, but without interest.

In response, the board that oversees the program has asked the Legisluture to nmend the prepaidtuition law to alluw cuntract hulders to use their tuition benefits outside the state—at a vulue equal to the average tuitiun at Flurida's public community colleges or universities. The request is pending.

#### Learning From Miatakes

The board's readiness to change its operation in the wake of criticism is typical.

history, its operators have taken pains to learn from the missteps of other states and to correct failings identified by critics.

io change its promotional hrochures after state auditors and others complained that the material did not adequately explain that the \$271.9-million as of March 31.

the first 23,000 Continues it settls and slightly less for additional con-tracts. Since July 1991, it has taken in more than \$905,000. Gene Kennedy, director of marketing for First Union, says the business was not overly profitable because the bask has many start-up market costs to recover from its fee, but ids, "We're hoping it will be profishe for us in years to eume.

He says the bank also benefits

infrectly. "People who aren't custoners" come in for information and "it gives us a chance to meet dem," he says.

#### A Disappointment

For Barnett, losing the prepaidprogram's business was a disap-pointment. But Paul Coldogelli. mager of "affluent market" leshess at Barnett, says the sclecfonof First Union freed his instituion from concerns that the prepaid business would inhibit Barnett from selling mutual funds and uther midacis as college investments. Mr. Coldagelli says his bank's multiple advantages over the

state's prepaid program. "Even if the person was planning to go to florida" for college, he says the state program might be too linziting for some clients because it unly overs tuition and honsing. While ntenticizing the Florido program frech, Mr. Coldagelli says, "The minity of the costs of college are at covered by the program. Although it no longer sells pre-

mid-teition contracts, Barnett still makes maney from the program. A absidiary, art Services, maintains the records and processes payments for the program. The contract for records administration was worth \$1.48-million in 1990-91 and at least \$1.6-million in the cour-

The company that manages the rogram's investmems, United

States Treat, was paid more than

ing a college education."

the first 25,000 contracts it sells \$165,000 in 1990-91, and an addi-

have determined that, us of August 1991, the program had a surplus of \$26-million, down \$1-million from n year ano but still a confortable ensliion. Erust & Young's calenta tions assumed that \$10-million of that surplus would come from savings in interest the fund would not have to provide on contracts that are enneeled or refunded because the beneficiary attended cullege outside Florida.

The company also tested haw onusually high tuition and dormitury-fee increuses could affect that surplus. It found that five veirs of 10-per-cent tuition increases plus dormitory increases of 6 to 9 per cent would drop the surplus to \$6million 10-ner-cent tuition increases for 10 years would create a \$7-million deficit.

Robert B. Crompton, senior munuger at Ernst & Young, says sound because successive yours of such increases are nulikely. "I would be surprised by any scenar io" that reduces the surplus below

Mr. Montjoy says the surplus is the best evidence of the program's financial strength.

As for its soundness as public policy. Mr. Montjuy and Mr. Tute defend the program unubushedly. Other investments may pay better. but the prepaid program and its uttendent publicity ultimately promote savines for college.

That is still fur better, says Mr. Montjoy, than "misguided public policies that lave increased relimice on debt as a method of flunne



Actuaries at Erust & Young

ngreed that academic institutions were crucial to economic development. In particular, the group adtests show the prugnim is vucnted "cnmpus-wide involve-



By ROBERT L. JACOBSON

da, the commission said.

In general, leaders of the 16-state

organizatiun, knnwn as WICHE,

sented racial and ethnic groups." Involvement With Schools Other recommendations would State financing policies should support the goals of such an agen-

make state higher-education agenonce of academic institutions and link the hiring, review, and promotion of faculty members to their commitment to teaching and other aspects of the proposed agenda.

The WICHE leaders recommended that colleges stress "a rigorous

ment" with public schools and and integrated corriculum that tencher preparation, and called on blends liberal arts with vocational, state colleges und universities to view that role as their primary col-tion." Another propusal would eliminate "burriers to the increased use of technology" in higher education, including "traditional faculty reward and promotion noticies and state funding formu-

#### Diatinet Missions Sought

A preliminary report that was discussed at the Bismarck meeting referred to criticisms that had been directed at higher education in recent years and concluded that colmissions should be more distinct from one another. The report 'guided by attention to individual institutions," rather than to systems of institutions, and that the nolicies thus reinforced a "press toward institutional sameness."

In addition, the report recommended giving more attention to applied research at a time when basie research tied to specific disci-

#### STATES NOTES

■ South Carolina changes system for distributing atudent grants

■ Black lawmakers in Pennsylvania criticize the state's colleges

cus hammers higher educa-

tion in the atate, saying col-

on educating binek students.

on dutu from the 14 institutions

Education, and from four state

in the Stute System of Higher

reinted institutions. Eleven pri-

ente colleges receiving direct

nid from Pennsylvania were

niso included. An official of the

state system said the report was

misleading because it mixed

data from the three different

Direct state support for high-

er education topped \$10-billion

in the 1980's, and white eollege

enrollment increased by 24 per

cent in the decade, the report

states. But, excluding Lincoln

and Cheyney Universities, both

hiatorically black colleges,

black enrollment declined to

30,775 in 1989-90, from 30,847

in 1980-81. The drop came de-

spite increases in the propor-

tions of black students taking

the Scholastic Aptitude Test

and indicating an interest in col-

lege, said State Rep. Vincent

Hughen, the caucus chairman.

social equity for the state sys-

tem, said the decline in black

enrollment had taken place be-

cause the number of black atu-

schools had decreased.

Byron A. Wiley, director of

types of institution.

The 100-page report is based

Hispanic groups offer settlement in Texas discrimination case

The South Carolina Tuwaters down the amount so

ition Grants Cummission has much that some students will changed the way it reserves awards for applicants plan-ping to attend the 19 private leges that take part in its uld program. nla's Legislative Black Cau-

Currently, the grants are given on a lirst-comu, first-served busis. Furnis usually run out by the Murch before the start of the academic year fur which students are seeking aid.

Under the new prugrum, which will begin in fiscul 1993-94, grants will be made available in all eligible students who apply hy June 30, 1993, for the ing academic year.

While mure students will be nhie to receive moncy, the grants muy be smaller. The pro-gram now receives \$17-million from the state; a total of \$35million would be needed to keep the grants ut their present size if all eligible students applied on time. If financing stays level, students can expect the maximum grant to be reduced by about 20 per cent. The top grant is now \$3,900.

The new policy should help students who plan to attend historically black colleges, becuuse the admissions process for those schools usually continues into the summer, said Fred R. Sheheen, state highertion commissioner. The old policy left about 2,000 eligible students a year without grants, a third of whom planned to attend black colleges.

Some college officials oppose the new policy. Judi F. Gillespie, financial-aid director for dents graduating from state high appeal is pending. Presbyterian College, said: "It

to higher education, the report says, colleges have trouble rehave to choose a state schuol." -SALMA AUDELNIUM taining them. At 10 of 18 statesupported and state-related colleges, the difference between the retentiun rates of white stu-A report by Pennaylva-

ilents and black students is grenicr than 20 per cent. Mr. Hughes sald the high enst of a college education and an inhosnituble cumpus climate were

The plaintiffs in a class-action auit against the state of Texas offered a settlement last week that would roughly double the amount of money apent on bigber education in south Texas.

The proposal, which is being considered by legislative leaders, would create dozens uf new master's and doctoral programs and expand professional programs at colleges along the border with Mexico. It would cost the state an additional \$200-million a year for the next 10 years, increasing annual state spend Ing on higher education by 10

State legislative leaders have reacted cautiously to the pro nosal. However, if the parties do not settle the lawsuit, a court could order a plan that would cost the state more money. A atate district judge ruled in January that Texas's higher-education system discriminated against border residents, and he gave the state until May 1993 to correct inequities. The state's

-KATHERINE S. MANGAN

#### program," says Charles B. Reed, Tax on Earnings of Tuition Trust Fund Challenged by Michigan

A federal-court case could determine the fate of the Michigan prepaid-tuition program.

State officials have asked the

court to overturn a 1988 ruling by the Internal Revenue Service and declare the program, the Michigan Education Trust, exempt from taxes on its investment earnings.

Lawyers for the program argue that under the Constitution and the federal tax code, MAT should be immune from taxation because it is an integral part of state government.

MET is just one of the many tools employed by the State of Michigan to discharge ita fundamental responsibility to encourage the education of its eltizenry, albeit the most recent and most innovative tool," their legal briefs con-

If MET wins, it could get back about \$23-million in taxes that it has paid since 1988, and save millions more in the future.

A decision upholding the trs, however, would continue to hold the trust liable for tax payments and could give further ammunition

doubts about the long-term financial feasibility of the program, A hearing on the case was held in January. A ruling is expected by the end of 1992, but appeals are

likely.
Michigan officials suspended sales of new contracts in October 1991, and State Treasurer Douglas . Roberts and Gov. John Engler, a Republican, have considered folding the program altogether.

#### 55,000 Contracts Sold

Since 1988, MET has sold 55,000 contracts, and the trust has a marvalue of about \$460-million. Mr. Roberts cited concerns about the earnings potential of the MET fund at the time he suspended the defielt than it is by the law," he

more confident of the program's long-term financial prospects if the tax ruling went in the MET's favor. The ias is vigorously opposing to state officials who already have

Michigan's arguments.
The Michigan program differs from other prepaid programs, such as Florida's, because Michigan has not pledged to back the program if the trust's earnings are not sufficient to meet the costs. That independence, the IRS says, disqualifies the program from the immunity

that other state programs enjoy. "MET is essentially an investment fund operated to assist college savings efforts for the benefit designated beneficiaries," iaa

yyers argue in court briefs. Lawrence D. Owen, a lawyer representing MET, says such arguments show the tas is out for money, not equity, "I'm convinced their position is driven more by the -GOLDIE ALUMENSTYK

4.1

chancellor of the State University System and a member of the program's hourd. And does it help those from needler families? "It hus been u good middle-chiss progrum," Mr. Reed snys again.

The midit also said that participaign includes brochures, eutapes that can be checked free from video stores. The describe the program and he to save for college in general Bombarded by a Slogan

Throughout the program's short

For example, the board agreed

aising the program (acc by photographs) from pro-Senators and state cabinet bers. "I want them suppl my program," says Mr. The During the four-month per

Ploridians will be bombarde the slogan. "Now you can be n for college when your kids at Says Mr. Tate, "We know! our sales are directly related to

vertising." In the early years of aperais the job of marketing the promajur financial instit nett Benk. Since 1991, First Nutional Bank has been the sive distribution agent.

During the marketing bank employees don college shirts to generate excitent The bank is paid \$32 for and



lists Rep. Jack Aschart: "I've never hesitated to tell tham, wooldn't buy it if I were you."

#### Reauthorization of the Higher Education Act

Status of compromise bill: Approved by conference committee

Present law: Needlast students are limited to the maximum grent or 60 psr cant of their expansas, whichever is lass. Pert-tims stusligible for gients, but have bean denied funds in appropriations legisletion.
Meximum authorized gront is \$3,100, 199192 maximum overd is \$2,400. Total number of racipiants: 3.6 million.

House: Nesdiast students would receive \$2,750 for IMng expanses plus one-quarter of tuition up to \$1,750 in 1993-94. Maximum up to \$1,750 mum grant would increase with inflation. Recipients in top tanth of high-school classes or top fifth of college cloasss would receive \$500 Presidential Scholarohips. Pert-time students would be eligible. Total recipiante in first year: 4.8 million.

Sanate: Needlast students would receive \$2,300 for living expanass plus ons-quarte of tuition up to \$1,300 in 1993-94. Maxi-\$4,800 in 1999-2000. Total recipients in first year: 4.2 million

Compromise bill: Congress would be authorized to provide a maximum grant of \$3,700 in 1993-94, and to raise it each year to rasch \$4,500 in 1997-98. Half of the perrasen \$4,500 in 1,591 98. Han or the per-tion of the grant in sxesse of \$2,400 model be for tuition. Therefore, o grant of \$3,00 would be mode up of \$3,050 for living or penses ond up to \$650 for living participal. studenta would be eligible.

#### GUARANTEED STUDENT LOANS

Prenent law: Size of Stafford Student Loon lo datermined by student's need. Meximum loan is \$2,625 a yesi for freshman and sophomoras, \$4,000 for other undargraduatee, and \$7,500 for graduate students. Losne are mods through benke and subsi-dized by government. Interest rete is 8 pai cent end increesss to 10 per cent in fifth yeer of repeyment. Government paye interest while student le in college. Supplemental Loons for Students ore evalleble to groduets students end financielly independ gladustes et on intarest rats of up to 12 per cant. Government does not pay in-collags

House: Stefford Student Loen program would be retained for needy atudents with intsreet rots of 8 per cent, which would incraeaa to 10 psr cent in fifth year of rspey-ment. New "unaubsidized" Stafford losns thet do not have in-collage interest aubsidy would be creeted for all students. Offect-loan pilot project would be established for limited number of institutions that would replacs Stafford, euppismental, and parent loans on participating campuses. Staffor loan limits would be \$2,625 for fisshman end sophomorss, \$4,000 for other under-gradustse, and \$7,500 for gradusts students

Sannte: Size of Stefford Student Loen would bs dstarmined by student'o nsed. Loen Ilmits would be \$3,000 e yeer for freshmen. \$3,500 for sophomoree, \$5,500 for other undergreductes, end \$9,000 for graduate students. Intsrest rate would be 3.1 per cent above the 91-dey Treseury bill rets up to e maximum of 9 per cent, end increeee to ee much as 11 psr cent in fifth year of repeyremmont would nov interest while student is in college. Supplementel Losns for Undergraduete Students would be mede availebis to oil students, regerdless of in-come, el on interest rots of up to 11 per

Compromine bill: Stafford program would be reteined for neady students with an interest rete set at 3.1 points above the rate for thres-month Traseury bills. New St progrem that does not have in-college interest eubsidy would be creeted for all students, regerdless of income. Okectean progrem would be ssteblished for 500 insttutions, which would replace Stafford, suppismentel, and parent loans on particly \$2,625 for freshmen, \$3,500 for soph \$2,020 for irrestimen, \$3,000 for some mores, \$5,500 for other undergradules, and \$8,500 for graduate students. Supple-mantel loens would be retained for gradule etudants and independent undergraduates

#### CAMPUS BASED PROGRAMS

NEEDS ANALYSIS

Present law: Federal government pays 85 per cent of Supplemental Educational Opportunity Grounts, 70 per cent of Collage Work-Study, and 90 per cent of Peikins Student Losns. Collages contribute remainder of the funds. Meximum ouppisments! grant is \$4,000. Perkina loans are edminiotared by collagae and cerry en Intaract rate of 5 per cent. Students mey borrow e total of \$4,500 by and of their accord yeer, \$9,000 over four yeers, end o total of \$18,000 for undergreduate and gradueta adueation.

House: Federel government's shore for Sup-plements! Educational Opportunity Grants and Perkina Student Loans would decline to 75 par cant. Perkins limits would be \$6,000 by the snd of e student's second year, \$15,000 by the snd of the fourth year, end \$25,000 by the completion of greduete de gree. Inetitutions with defeult rotas below 7.5 per cent on Perkins loans could decrease fsderal ehole to 50 per cent and increose loan limits to \$8,000; \$20,000; and

Ssnate: Federal government's abera for Sup-Compromine bill: Federal government's ahars for Supptemental Education Opportunity Grante and Collage Work-Study wookabe plemental Education Opportunity Grante, Collage Work-Study, end Perkine loons would be 75 per cant. First-year greduels 75 per cent. Its share of Perkins Loan pro-gram would be 85 per cent in 1993-94 and atudents would be sligible for supplamental grants. Education Sacratery could give 10-75 per cant in following years. Perkins Lean limito would be \$3,000 a year for undergree per-cent bonuo in work-study end Supplemantol Education Opportunity Grents to inuates, and \$5,000 for graduets students institutions with default rates below 7.5 ps stitutions thet gredueta more then holf of thair Pail Grant recipiants. Loan limite would cant on Perkins loans could increase loan be \$15,000 by completion of undargraduets degree and \$40,000 by completion of grad-

# cant on Perkins loans could increase is a limits. Education Secretary could give more monsy to institutions that graduats more than holf of thair Pall Grent recipients.

Present Isw: Federal government contiscts House: Federal government would provide e single free epplication. Students would re-epply each yeer by updeting information from the pravious yeer. Single eld-eligibility formule would axclude from calculations the Sannte: Current opplication eystem would be with four compenies to publish, distribute, end process eld applications. Two of ths meintained. Simplified form would be meds controctors charge students a fee. Every stuevalleble to femilies earning up to \$50,000 dant muot complete on epplication aseh year. Simplified form is availeble for families e yeer. Education Sacretery would be in-atructed to develop simplified re-epplication formule would axquee from calculations the equity a family owns in its homs, farm, or business. Oepandent otudents would be re-quired to contributs half of ofter-tax income ning isss then \$15,000 s year. Fedaralprocess. Single aid-sligibility formula would old aligibility formulos include equity in homs, ferm, or business as essets sgalnet axclude home and farm equity for families eoming less then \$50,000. Oependent stuwhich familiae are expected to borrow to pay earthing less tien \$50,000. Department students would be ellowed to kesp \$3,500 of Income and be required to contribute helf of remaining emount in first yeor and three-quorters in other yeero for collegs costs. for college expenses. Students who are fi-nencially dependent on their perents are ra-quired to contribute 70 per cent of income for college costs.

Compromine bill: Saparete federal applicagovernment contractors of no cost to the dents. Institutione could require a second application for institutional sid that could quire o processing foa. Students would reapply each year by updoting previous info mation. Simplified application made ave abis to familias earning less than \$50,000. Single aid-sligibility formula would exclude home and farm squity for ell familias. Depandant students would be required to con-tributs half of their earnings above \$1,750

Present law: Education Department maindents and for etudente studying education, humanitiaa, scienes, or public servica. moot oesea, maximum ennuel etipsnd for a

House: Education Caportment would maintein currant programs and sdd "Faculty Oaterii currant programa orai soir receny va-velopmant Fellowshipa" for minority gradu-eta studants who sre interected in becoming professors, Perticipants would have to tesch o years for every year of assistance.

Senate: Education Ospartment would maintain current programs end edd the "Oennie Chavez Fellowship Program" for minority graduete students who went to be profeeoors. Participants would have to tasch two years for each yeer of sasistance

Compromise bill: Education Departmen would maintain current programs and sod "Faculty Oavelopmant Fallowships" for minority greducts students who want to be come profeesors. All fallowships would be comparable in size to those of the National Science Foundation.

#### EARLY INTERVENTION

for collage nostn

Present law: Efforts to aducate neady high-school etudents about higher aducation are included ee pert of the Trio programs dente receive no axtra aid for participating in

Present law: Provides funds to help "devel-

oping institutions" improve acedamic pro-grams and support services and build their

andowmants. The program includes "set-asides" for historically black and two-year collsgas. Provides aid to five historically

bisck graduata schools.

House: Trio progrems would be maintained. Liberty Scholerohip and Portnership Progroms would provide states with matching groms would provide acases with matching funds to finonce early-intervention programs and to give scholerships to participants. Congressional Honors Awarde would incrasse Pell Grenta by 25 par cent for thoss who participata in early-ints who perturipate in early-intervention pro-grams for threa years and have a grade-point everage of or lead t.2.5 for final two years in high school. Funds would be sutholized for publicizing student-eld programs.

House: This set-anida for two-year collages would be aliminated. Eleven more historical-

ly black graduate schools would be meda

Senate: Trio progremo would be mointelned. The State Student Incentive Grant program would be amended to provide states with matching funds to finance serily-intervention progrems and to give scholarships to participanta. Pall Grant recipionta who porticipate in an serly-intervention program and damon-strata "ocadamic achievement" would restrata "ocaosmic achieveniant would re-ceive occess scholershipe for four years that are worth \$1,000 a yeer. Funds would be authorized for publicizing eld programa.

Compromize bills Trio programs would be maintained. The Stets Student Inc Grant program would be amended to help etates finence sarly-intervention programs and to give acholarahipa to participants. Fell and to give acholarahipe to participants. rea frent recipiente who perticipate in an early-intervention program and demonstrats fea-demie schlevement," would receive Federil Access Scholarahipe, equal to 25 per cent his Felli Grenta, not to be leas than 4500. Funda would be authorized for publicizing eld constraine.

Senate: The set-celde for two-year collegso would be aliminoted. Six more historically black graduata achools would be mads sligible for assistance. A program would be set up to provide assistance to colleges where Hispanies account for at least one-quertar of

Compromise billr The set-aside for two-year cplisgae would be eliminated. Eleven more historically black greduate achools would be made sligible. A program would be set up to provide ansistance to colleges where Hispanics account for at least one-quarter of

After taking a critical lank at the role it abould ploy in the 1990's, the Council for ISSUS, me Council for Advancement and Support of Education has decided to add u sew dimension to its

programming.

Fach year the council conducts short 100 workshops and nising and public relations for its nesses and public restricted for its nearly 3,800 members, of which about two-thirds are two- and fouryear colleges. But many institutions have

applained that they cannot afford to travel to the meetings, which are mady held for several days in large dis. "We're not reaching community colleges. We're und reaching small institutions. We're nx reaching historically black nitolions," says Peter McF. Backgann, president of CASE.

So the organization has created the "Ten+ Most Wonted Program." which will offer 11 one-day watshops at colleges in us eight rejonal districts.
The workshops will cover such

often requested topics as "advancement writing at its best" and "marketing two-year

The new conferences are part of a lager restructuring plan that it was will amounted at its annual suference this month.

According to a druft of the plan. case will focus on helping colleges tel with challenges of the 1990's ach as repairing higher education's byte education in an era of reduced foscial support from government. The organization will continue to bil is larger, mational work sleeps, sich will be directed at more

splitticated development openions. CASE's vice-president firspecial projects, Dunna M. Oreru, sid the group hopes the new washops will "hit an entirety new siche of people who huven't had access before,"

An anonymous donor hos then money for three "Road tu Recovery" acholarahipa at Patland Community College for addicts.

The scholarships will provide are students with \$1,000 each in the sen academic year—u little less

han a year's tultion. The donor stipuleted that topicants must have completed une lear of sobriety and be involved in a 2-step recovery program. They must also be full-time students at the college and majorain a 2.5 gradepoint average. The names of the necipients and the donor will remain

unidedial.

The gift is not part of an endowment, but college officials said they hoped the donor would continue it if it is successful. We've never had a scholar-hip of his sort before, " said Mark tions sort before, "said Mark Stolick, executive secretary of the Porland Community College Pendation. "It is a unique operation to help people."

**Business & Philanthropy** 

# Donations to Charity Rose 6.2% in 1991, Apparently Buoyed by Market's Recovery

Religion 54.2%

#### Education sees gain of 7%; individuals play major part

By JULIE L. NICKLIN

The stock market's recovery at the end of 1991 nappears to have given a boost to charitable giving. Enrlier that year, many organizations had seen durations

Despite the recession, individuals, foundations, and currentnions durated a total of \$124.8-billinn to nun-profit groups and charitable causes last year-a 6.2-per-cent increase from \$117.5-billion in 1990. When adjusted for inflation, giving increased 1.4

The lindings will appear in the furthcum ing annual edition of Giring USA. The report, which tracks giving to non-profits, is compiled by the American Association of Fund-Ruising Counsel Trust for Philanthropy, in New York.

#### Heulth, Humon Services Lose Ground

Giving to education, including both schools and colleges, increased at a rate slightly higher than overall giving, rising 7 per cent to \$13.3-billion.

Gifts to religion, the acts, international affairs, and the environment also in creased, while those to health organizations, and lumon-service and scelal groups remained virtually steady or dropped

Ann E. Kadan, editor of Giring USA. says the results show a "shift of interest in education" following several years in the late 1980's when donations to education had langed.

The report attributes the end-of-the-year unturn largely to the stock-market recovery in November and December. Many people waited until the end of the year in make gifts, and the market's performance appears to have made some dunors more generous. The increasing number of Americans who are becoming wealthy and entermg into the prime giving age range of 35 to 64 also contributed to the growth, the renurt says.

I'm much of 1991, however, sume fund raisers saw drops in the annual gifts they usually could count on from donors, the report says. Gifts from foundations and corporations didn't increase as much as they have in past years. On the other hand, wealthy individuals increased their uverull giving. Nnn-prufit groups that had the most successful years were those in the midst of capital campaigns.

College fund ruisers say that fur the must part, the giving patterns reported by Giving f/SA have played out on their campus-

#### 80% Comes Frum Individuals

The 7-per-cent growth rate in giving to education, which outpaced inflation by 2.2 percentage points, is strunger than that revealed by a 1991 survey on giving to higher education by the Council for Aid to Educa-

The council's report, released in May,

#### Charitable Giving, 1991



Undesignated 3.8%

		1-year change	
Area	Amount	Current dollars	Adjusted lor inflation
Rollgion	\$67,590,000,000	+6.8%	+2.0%
Education	13,280,000,000	+7.0	+2.2
Human services	10,610,000,000	-10.2	-14.3
Health	9,680,000,000	-2.2	-6.7
Arts, culture, humanities	8,810,000,000	+11.6	+6.6
Public, society benefit	4,930,000,000	+0.2	-4.3
International allairs	2,590,000,000	+16.5	+11.3
Environment, wildlife	2,540,000,000	+10.7	+5.8
Undesignated	4,740,000,000	_	-
Total	\$124,770,000,000	+6.2%	+1.4%

said dinnations to the nation's culleges had increised 4 per cent in 1991, but declined 1 per cent in inflation-adjusted dallars. The connell's survey covered the fiscal year ending June 30, 1991, and did not show the effect of the stock market's resurgence in November and December.

According to Giving USA, mure thon 80 per cent of all 1991 giving come from individuals. Gifts by living individuals rose 6.8 per cent, while bequests grew only slightlv-1.9 nor cent.

Wide dispurity existed among the wealth of the people who were giving, the report suggests. Muny rich people whu eun mike gifts from the income they earn on investments were able to make major gifts, even though some recent studies had suggested that individual millionoires aren't us gener-

### 'Urgent Open Letter' Calls on Trustees to Be More Effective Leaders of Colleges

By GOLDIE BLUMENSTYK Another group has colled on colleges to change the woy they do business by adopting realistic financial and academie goels. But this time it's the messengers that ure unusual, not the message.

The critique came from 36 "deeply concerned" college and university trustees who together have lies to 40 public end private institutions end also ere affiliated with the seme investment-banking compa-

All of the trustees are partners or retired partners at Goldman, Sachs & Company, ur are partners' spouses. More than a dozen of them are part of an informal group at Goldman, Sachs that has been meeting about four times a year since 1989 to discuss common problems and issues related to their college service.

Now, in an "urgent open letter to fellow trustees" in the Mny-June losue of AGB Reports, the magazine of the Association

of Governing Boards, the trustees have called on their counterparts to become more active in setting and monitoring poli-

The nature of the economic challenges focing higher education and the increasing complexity of colleges and universities require that trustees become more effective leaders of their institutions," the threepage letter soys.

#### Too Many Lunchen

Trustees should insist that institutional prioritles be established and financed, that their institutions budget for annual maintenance and equipment eosts, and thet trustmeetings themselves deal with important issues, the letter says.

Too often at meetings, trustees henr from the president, sttend committee meetings, and "have a very nice lunch and dinner." said J. Fred Weintz, Jr., a trustee

Continued on Following Page

1

### Gifts to Education Rose 7% in 1991. Due to Late Surge

Continued Front Preceding Page ous today as their predecessors were. By contrast, annual gifts from people who donate from their carned income dropped off.

- That trend was evident at many colleges and universities where annual-fund drives faltered. Such drivea typically ask alumni, par-ents, and friends to give \$50, \$100,

#### 'Significant Factor'

The donors, say college fund raisers, were worried about the recession and their jobs and didn't know how much money they could afford to give (The Chronicle,

"It was the most significant fncelor in not meeting our goal," aaya William M. Hardt, director of an nual giving at Princeton Universi-

Princeton's annual fund fell \$800,000 ahort of the \$19.5-million it hoped to raise in 1991.

Several college fund raisers agreed that an institution's auccess in bringing in major gifts depended



H. Gsraid Quigg of tha U. of Richmand: "We couldn't avan get an appointment with a campany, much less a danation."

upon whether the campus was en-

The University of Colorado Foundation, for example, saya its announcement of a \$200-million capital campaign in October 1990 enabled the campus to garner sev-

nars, ond other notewor

gaged in an aggressive fund-raising \$5-million gift from an anonymous donor and \$2-million from an alumnus. To date, the foundation has received \$189-million in gifta and

"Had we not been in a cnmpaign, we would have just treaded water," says Betsey Jay, the foundation's vice-president of communicstions. "I'm not sure those gifts would have come through without

Donations from foundations to all non-profit organizations increased by 7.3 per ceni, to \$7.8billion. But the growth was slower than that reparted the year before. Corporate giving Increased only 1.7 per cent, to \$6.1 billion.

#### A Shift in Focus

Many colleges have noticed a sluggiahness in corporate and foundatian donations. Fund raisers sny some faundations are choosing to concentrate their giving to education in elementary and secondary schaols. Many companies nre reluciant to give because their profits health groups also declined 17

"We couldn't even get no apmanity groups held vides sleady, at \$4.9-billion. pointment with a company, much ess a donntion," says H. Gerald Quigg, vice-president for development and university relations at the University of Richmond.

hused on data reported to & Foundation Center, a Washington bused organization that distribe Other institutions say corporate information about philanter donations are still coming in. Colofuncis; on surveya of large for mdo received at least two major tions conducted by the associ donations totaling \$8-million from our information compiled by a Council for Aid to Education 6 companies in 1991. "We've heer extremely aggressive," says Colo-Conference Board, and integer ent Sector; and on several conrado's Ms. Juy

#### 10% Drop for Homan Services

For some non-profits, 1991 was a boom year. International-affairs roups snw the greatest rise in donations, with gifts increasing 16.5 per cent. to \$2.6-billion

Donations to the urts grew by 11.6 per cent to \$8.8-billion. Gifts of major consulting companies, to environmental causes rose 10.7 per cent, to \$2.5-billion. Those to capital campaigns. The Trust religion went up 6.8 per cent, to Philanthropy is the association

rescurch arm. The largest decline was felt by human-services groups, which exing USA will be available in Age perienced a 10.2-per-cent drop to for \$45, prepaid, from the ASE 25 West 43rd Street, New Yor

Donations to medical clinics and

### 'Urgent Letter' Urges Bigger Trustee Role

Continued From Preceding Page at Norwich, Pace, and Stanfard Universities and one of the organizers of the letter.

"Sure it's prestige and all that," Mr. Weintz suid of the henefits of being a trustce. But he said the authora hoped the letter would remind their fellow trustees of their real reaponsibilities. "If you're gning to be involved, he involved. Because these institutions need

Another signer of the letter, Robert M. Conwny, a trustee at the University of Notre Dame, said the linaucial issues facing colleges today "require a more netive involvement than three or four meetings a venr."

Mr. Weintz said the letter should

not be read as a call for truste get "involved in the nitty gits." But, he said, trustees should "usking the questions and mil sare people are focusing on the

Business & Philan

cent, to \$9.7-billion. Gills log

The figures in Giring USA:

metric formulas

#### Scandals and Criticism The letter niso takes passing

tice of research "scandals" for have affected the image of light education Mr. Weintz saiden nware that trustees at Stanfalls heen criticized for being into billed the federal government research costs. He said he said fe fellow board members belief they had dealt with that issue pro erly, but "as it turns aut, we did

amusic major in a political-sience class and aak him to give in and presentation? In the case of Christophe

Muny of the 1991 figures will Tucker, a sophomore at the College revised, just as those in press of Saint Rose, you get a nervon student telling his professor he'd feel more comfortable delivering his years have been, to include an comprehensive data and to a new culculation methods. find presentation as as una.

The American Association Fund-Raising Counsel is made his amused classmates—Sixter Agnes Rose Burton, an associate Casor, gave him the downbeat. She encourages students to uttack purse material from the perspective of their majors. Art majors, fo trample, draw political cartoons and Copies of the 1992 edition of Ga athematics majors analyze the

esults of polis.
Students are often pleusuntly surprised by her teaching style. "I had no ides she was going to take me up on it," Mr. Tucker said. Mr. Tucker, who is training to become a music teacher, had composed many songs on his synthesizer, but none with lyrics. For this project, through, he wrote wies and composed music about the 1992 Presidential election to molasize the importance of music

municative tool. He said people gave him strange looks when he begun his resentation. But it was a morning dass and as people cume to life, he sid, they warmed up to his

College graduates prounding the pavement for jobs may leave better prospects by the end of this year, according to a new L. Patrick Scheetz, assistant

director of placement services at Michigan Siste University, says suployers see a hetter picture for ew graduates beginning in the burth quarter of 1992. Michigan State surveys usinesses, industries, and

overnment agencies ubout resulting trends and publishes the results every December.

This spring, however, Mr. Scheetz decided to publish an

"We had some hints the economy might have some effect on the job prospects of college graduates," he says. "There's no change at the hange at the present, but there's gold at the end of the rainbow. And

and at the end of the rainbow. And for college graduates, that's good new after three years of consecutive decreases in hiring."

The 61-deployers who mapped to the survey said they expected some improvement in the both quarter. Fifty-five percent. expect an improvement of 9 to 10 per cent in late 1992.

Seventy-twa per cent of the employers anticipated an increase in job opportunities for new college traduction. no opportanities for new college fraducts by the beginning of 1993. The increase is expected to be maintained through 1994 and 1995. Although biring has been shower take year ago, Mr. Scheetz says were startler unletch.

age starting salaries in 1991-92 ere 5 to 6 per cent above those in

# **Students**



Arthur Jackson, assaciato dann of student effeirs at Esstorn Cann. State U.: "Unique you're a

## States Hope to Curb 'Scholarship-Search' Companies That Prey on Anxious Students and Their Families

Barbara Maza was always on the lookout

for scholarships for har daughter: "Thay

are just praying on people who have

kids in collage and who need money.

By MICHELE N-K COLLISON "Attention, students and purents! Is back of money turning you or your child away from college? Don't miss this opportanity to put up to \$2,500 or mure in your pocket by filling ant a few simple forms!

Does this ad for a computerized scholar ship service sound too good to be true? High-school guidance counselors and lawenforcement agencies in several states say

Attorneys general are scramhling to keep up with complaints that have been pouring into their offices about scholarship compunies. They say the agencies promise to find anxious students and parents thousands of dollars in "unclaimed" scholarship muncy for fees ranging from \$45 to \$20tt. Usually, respondents end up with little more than a list of financial aid programs and scholarships. In some states, officials have already won judgments against the companies.

The U.S. Postal Service and the Wisconsin Attorney General's office, for example, have won judgments against California and Illinois scholarship companies. Although neither admitted guilt, both companies agreed to make refunds to disgruatled students and parents and to change advertising that investigators said was misleading. Wisconsin recently sued another

"People who spent money on these services might as well have thrown it out the window," saya A. Dallas Martin, president of the National Association of Student Financial Aid Administrators. "I hate to see people spending money unnecessarily, especially when they are trying to save

#### No Need to Pay

Reputable scholarship-matching services operate throughout the country. But since the mid-1980's, say college financialaid administrators, hundreds of entrepreneurs have promised to find scholarship money for students and parents. Some have also promised to customize their scholarship lists to reflect students' inter-

ests and majors. Many high-school and college officials say that sludents and pareats needn't pay privute companies for information that is available free from counseling offices in high schools and colleges. Six hundred schools and colleges, for instance, have

### times atumble); on ocademic travel in Eastern Europe; and on "how conventions help us celebrate the comings and goings in our lives that give special delight, special pain." Don't miss this pull-out special—in The Chronicle's August 5 Issue.

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each from two anonymous donors.

—For support of programs: Stadillar
from Jeva and Jamer L. Moody, ir.
Colby Collaga. To codow the directship of the art museum: \$1-million from
as uneaymous donor.
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programs: \$1.5-million from the estated
frequency. L. Management of the collection of the collectio

Harvard University, For a professorship

ia caviroamental managem: liua from Mrs. John Heiaz. Marshell University. For a new building un the campus: \$300,000 from Wilter

Myers.

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Rosary Gollege, For the Sports Forest
St-million from John F. Igini.
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building: \$3 million from Monten H. and
Holea Yufman.

Yale University. For support of pre-grams: \$51-million from the Classof



Herm L. Oavis, president of National College Services: "Counsalors are so busy dealing with social problams like drug abuse and teen-age pragnancy that collage counsaling is sometimas a luxury.

ents have been psying up to \$200 for scholarship listings from private companies, thousands more atudents have been getting scholarship information from their colleges and high schools through a data base called CASHE-College Aid Sources for Higher Education

For 10 years Herm L. Davis. president of National College Services in Gaithersburg, Md., has been contracting with colleges ond high schools to pro-vide the service.

Colleges pay \$2,200 to \$5,000 a year for CASHE. Public-school districts typically pay a lower group rate of \$300 to \$600 for each school that gets the service. In turn, the institutions offer the service to students free, or charge them a modest fee that covers the coat of computer time to gain access to a data base. The data base contains a list of 150,000 fellowships, grants, loans, scholarships, ond vork-study programs.

Mr. Davis says his service "gives kids resources that they might not know about."

#### Based on Interests

CASHE, he says, gives students information on scholarships based on their interests. After the students provide information about their grade point averages, class rankings. career interests, and hobbies the computer produces lists of and federal and state financial-aid programs

For example, CASHE lists the

While aome students and par 50 scholarships awarded by the companies that were guarantee-National Association of Sec-ondary School Principuls and the Coca-Cola Scholars Foundation. Students who knit can win \$100 to \$1,000 from the Notional Make it Yourself With Wool Contest.

Mr. Davis says data bases like CASHE are needed because many students don't attend high schools where they get adequale financial aid counseling. Counselors are so busy dealing with social problems like drug abuse and teen age pregoancy that college counseling is sonictimes s luxury," he says.

A Source of Advice

Mr. Davis was director of financial sid at Montgomery College for 15 years. As a community service, he would give free talks about financial aid to famlliea. He soon became known locally as a good source of advice on financial aid and parents began paying him for guidance in 1978. Mr. Davis left the college in 1984 to go into business full time.

Msny of his clients are middie-class parenta whose children are not eligible for federal or need-based aid, To help his cilents get some assistance, Mr. Davis started keeping a card file of scholarship programs. That proved unwieldy, so he transferred the information to a com-

Colleges and universities began using Mr. Dsvis's services in 1982 because they were concerned about the oumber of

ing their students thousands of dollars in scholarships, "It's unethicsl to be churging that much for a schularship listing." says John Kundel, director of student financial ald at Western Michigan University.

#### Saving 'a Lot of Leg Work'

About 2,500 students at Western Michigon have used the service every year since it was made available in 1988. Studenis use it because it suves time, Mr. Kundel says. "Many people don't want to take the time to go to the library," he This saves a lot of leg

Mr. Kundel says some Western Michigan students have won scholarships by using the

Mr. Davis says CASHE CRINOL guarantee that a student will get a scholarship. Students, he says, should be wary of companles that "guarantee" results. "We can't control who gets the award," he adds,

Mr. Davis says that once CASHE gives students the information, they themselves must do the work to get the scholarships. Thay have to request applications and fill out the forms.

Many students prograstinate when it comes to applying for aid, Mr. Davis says. The deadlines for many scholarship programs are in September and October, but students often wait until the spring to apply. By then it's too late. -MICHELE N-K COLLISON

ing its computerized scholarship-listing services, In March, nine students com-

# State Authorities Move to Clamp Dong on Scholarship—Search' Companies they are an restrictive. Are some second to the second of the second of

scholarships if the students up

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For the fee, students said first

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■ The U.S. Pustal Services

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Too many of these been

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The Chronicle tried to talk with

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for a small fee or ut no elimpse.

But operators of many other schulnrship-listing services larve decided to make their fortures by dealing directly with students and their purents. In some cases, college and high-school guidance eounselors sny students have received computer lists that at best give them the same information they could have obtained by muking a trip to the local library or high schoul. Better Business Burcaus and ottorneys general neross the natioo say they have received complaints from families who have been given no listing at ull.

#### Ads and Direct Mail

The scholarship companies focus on students and purents by placing ods in campus and coanciunity newspapers. Some services buy student directories and other listings tu make direct-mail solicitations. More recently, telemarket ing businesses have jumped on the bandwagon, guaranteeing students up to \$5,000 in schularships if they call a 900 number or charge the fees for the listings to a credit card.

Financial-aid administrators say it is troubling that some of the scholarship services zero in on low-income students. "Many nilluent families have \$75 to throw away like a shot in the dark," says John G. Bunnister, director of linuncial aid at the University of South Carolina, "But I get upset when puor kids waste \$45 to \$75. Too many of these bogus companics are preying on kids from low-

match their interests or makes that deadlines for many of & income families who would have scholarships had passed. Edit gntten Pell Cirants and other ledertional Services and College Fin al assistance anyway." cial are owned by the same peop Owners of the companies say they are providing a needed service Costomized Scholarship List heemise guidance counselors are too busy to provide information about financial aid to every student who needs it. "There is a desperate need for money and thousands of

Inc., of Northridge, Cal.

computer data base.

Several Investigations

resenting the services they offer.

May, accusing it of falsely telling

about scholarships that only it

ney General's office says that the

service misrepresented the profits

that licensees could make by sell-

dents that it had information

owners of the businesses, but American Scholarship Service cvidently shut drive and the of ers of Educational Services a students are using scholarship College Financial did not atte search services because they cun't messages left of their business get the help frum the guidnnee counselors," says Howard Marce, Mr. Maroz, however, said the president of Moncy for College

Icuations against his companys fulse. "We take students' inter-Mr. Maroz suys his company ofand mujors and create a custom fers scholarship information and fiized scholurship list for each # nancial planning services tu student," he said. In addition, he said, his sorts

denis through u network of affiliates with uccess to the company's does financial-aid planning for the

Financial-aid administrators collegea and high schools say th Mr. Maroz's company is one of are skeptical about claims that it several being investigated by attor-neys general for allegedly misreplions of dollars of scholarships ! unclaimed every year. They up is difficult to determine how and The Wisconsin Attorney Genprivate scholarship money is sch eral sued Money for College in

The College Board, in its report Trends in Student Aid 1981 M 1991," estimates that \$4.9 billion could provide. Money for College also sells franchises, and the Attorin scholarships and grants as available in 1990-91 from institu tions and private scholarship po grams. The report said the could not determine how much that total was from private source

Financial aid officials say men scholarships are not swarted be

them it would guarantee Mpil At the behest of some donors, ersities might require that studeals live in a certain county or stiend a specific high school to quality for awards. University offiisk sometimes try to contact chelarship donors or their heirs to diminate some of the restrictions.

#### Looking for Experts

State prosecutors say that the each services have managed to due so many people because fi-mated and has become ao complipied. "We have a tendency to lock for counselors and experts. and these people are holding themseres as experts in the urea where people aced assistance," suys Panela Magee-Helprin, an ossistat Atterney General in Wiscon-

Puthermore, high-selicol comm-

selors say the recession and esealating college custs have fueled the rise of the companies because more people are seeking financia assistance Counselors add that their financial-aid offices are swamped this year with students who need more uid because their parents have lost their jobs.

#### Trying Anything

Valerie Ralns Hell, ussociate director of admissions at Oberlin College, says parents will try virtually anything to get money to pay for their children's college educa

There is nothing like looking ut the face of a disappointed child that you can't provide for. You have to tell that child, not only can't you go to the private university, you can't even go to the state university," Barbara Muze, n single mother

from a suburb of St. Louis, says she was always on the lookout for scholarships for her daughter. Tracy, a freshman at the University of Missonri at St. Louis. Ms. Mazc. an account executive for cu Health

Technologies, says that neither Trucy nor her sister, who graduated in May, were eligible for financial aid because she earns too much Ms. Maze says that in Murch she

paid \$200 to Scholarships for You, a Missouri-hased eumpuny. A salesman told her he could guaran tee her daughter n scholarship af \$1,700. Ms. Maze says the representative told her that many large corporations gave scholarship money to students to receive tur brenks and that urdinary citizens had no way of knowing about the

"He made it sound like I was pretty stupid If I didn't give him \$200 to get \$1,700," she says.

Ms. Maze snys she received a list of 10 sources, instead of the 20 to 30 she had been promised. Twu of the sources offered loans, the deadline for six of the scholarships had passed, and her daughter was eligible for the other two awards.

'They are just preving on people who have kids in college and who thought \$200 was a little steep, but

that \$1,700 would have paid for a semester at Tracy's university. It was u hoax, and now they've made a mint and are gone."

The Missouri Attorney Genernl's Office has received five compluints about Scholarships for You and is investigating the allegations, says Jalin Buker, s spukesman.

Company officials did not respond tu repeated attempts to get their comments.

#### 'Gusrantees' Are a Rip-Off

Financial-aid officials say students and parents should be wary of services that guarantee scholar-ship money. "No scholarship agency can guarantee you s scholsrship," says Mr. Jackson of Eastern Connecticut State. "If it's a guarantee, it's a sure bet it's a rip-

In 1990, for instance, Wisconsin won a \$20,000 judgment against another scholorship agency, Higher Educational Resources Inc. Company officials had promised students \$300 in scholarships or a renced money." Ms. Mnze says. "I fund of their \$57,50 processing fee.

their lists, which included 15 to 35 sources. Ms. Magee-Helprin of the Attorney General's office obtained refunds for 300 students.

Officials at the University of Wisconsin at Mndison decided tu test the effectiveness of the compa

nies last year. John Selbo, a linancial-aid counselor at the university, says the uni versity sent 10 work-study stu dents to agencies and paid their processing fees. "They got back 360 sources," he says. "Nobody got a scholarship.

Because of that experiment, Mr. Selbo asked student newspaper editors to stop running ads from the services, and they complied. He also persuaded local radio stntiuns and newspapers to issue warnings about the scholarship companies as a public service.

Mr. Scibo says the companies told atudents about federal presy grams for which they were already eligible and about scholarships for which deadlines had passed. "It didn't generate any moncy into the

### **Athletics**

### Commission Calls for Increased Authority of College Presidents in Athletics Association "This may not go fur enough," Mr. Atwell said. "But anything

#### By DOUGLAS LEDERMAN

Cellege presidents will have rity over the budget and ion of the National Collegiate Abletic Association if a proposal made last week by the NCAA presidents' commission wins approval at the association's annual conven-

to next January.

At its meeting last week - its last before the August 15 dendline for proposing legislation to the con-vention—the cummission also greed to sponsor a mensure to eredespect-review system for sports

The panel'a endorsement of the per-review, or certification, pro-tum had been expected, since the unission had supported the rept since the NCAA's execufre director, Richard D. Schultz,

proposed it three years ugo. Less certsia was what the commission would do to strengthen its manule in the NCAA' a governance process. The panel had appointed a unitiee chaired by Earmon M. Kelly, the president of Tulanc eversity, to address that quesion, which had not been confrontsince the commission was estubshed in 1984.

#### Steklag More Control

The main objective of Mr. Kelminitiee was to find ways to ve presidents more control over RCAA's legislative process and thirs without a much greater intment of time and energy. The panel worked closely with an MA committee made up mostly sports officials, chaired by Johis N. Crowley, president of the Inversity of Nevads at Reno. thich was reviewing the associaion's legislative process.

logether they proposed a "juint policy board." combining the there of the executive committe of the presidents' commission

and the NCAA's administrative committee, which includes the association's top elected officers. The board would discuss and make recommendations on such matters as the association's budget, its legislative process, and the perform ance of its executive directorsubjects that traditionally have fallen patside the formul parview of

the presidents. The presidents' commission endorsed three other proposals from the Kelly and Crowley panels: m The association should set

aside a "presidential agenda day" at each year's NEAA convention Any rules adopted on that day of the convention should be pro-

(with a few cuveats). All legislation from colleges should be reviewed by an appropriate NCAA committee hefore being placed on the meeting's agenda.

Mr. Kelly's committee also said it would create a panel of sports officials to give the president panel access to more advice from the NCAA's other constituents.

The recommendations "show that the role and responsibility of the presidents' commission to give guidance on major strategic and diey directions is broadly accepted by the membership," said Gregory M. O'Brien, chancellor of the University of New Orleans and chairman of the presidents' cun mission. "These proposals provide a vehicle for presidents to do that on an ongoing basis, but not to get caught in the myriad of specifics that they should not-need outget involved in."

#### A Driving Force

Some college officisls had hoped that the presidents' commission the driving force in the NCAA, rather than an advisory body. Some

visit the American Council on Education's proposal in 1983 tu create a conneil of presidents that would have had yeto nower over legislative actions. Others talked about making the NCAA more like uther higher-education groups, such us the American Conneil and the Association of American Universi

tles, which are run by president: But Mr. Kelly of Tulune said he did not think the NCAA was rendy for changes that would so disrupt

the group's current structure.
"I don't think it's politically feu sible," he suid. "I don't think it would carry at the convention. think this is the next evalutionary und compromise step that addressteeted from revision for three years es the concerns people have."

Rubert H. Atwell, president of the American Cuancil on Educotion and a long-time supporter of greater presidential control within the Nead, agreed with Mr. Kelly.

that strengthens the hand of presidents within the NCAA is exactly while ought to be done. Ou to Certification Certification was the other autjor item on the presidents' ngendu. They concurred with a decision by

the NCAA's certification subcommittee-which is also emired by Mr. Crowley of Nevadu-Reno-to shurnen and nurrow the foeus of

the association's pilot program. The commission endorsed, in principle, the notion of a certificotion program that would center on

four subjects: governunce, which would include institutional control und rules compliance; ucademic inteerity: financial integrity; and equity, which would incorporate equity between the sexes, minority hiring, and the treatment of athletes. By endorsing such a pro-

mission un Intercollegiate Athlete ies, which had lobbied for the nar rawer program.

Many details of the certification program have yet to he determined. The NCAA's certification committee plans to do so in time to meet the deudline for submitting

legisintion to the convention. In other nction, the prosidents' puncl said it would appoint a committee to review financial conditions in the NCAA, which will be uddressed at the 1994 convention. The cummittee will be chaired by James R. Delany, commissioner of

the Big Ten Conference. The commission sisu supported most of the changes proposed by a committee studying the NCAA's enforeement program, but declined to act on proposals to open hearings to the public and usc outside fact finders to settle disputes.

### Pacific-10 Puts Wash. State Program on 2-Year Probation

#### By DEBRA E. BLUM

The Pacific 10 Conference has placed Wushington State University's sports program on prubation for two years because the institution violsted the scholarship rules of the National Collegiate Athletic Associa-

The league also prohibited Washington State's man's track and baseball teams from participating in postseason competition next year, and stripped the institution of the men's truckand-field conference championips won by Cougar teams in 1985 and 1991.

In addition, the conference has accepted the university's

self-imposed penalty of reducing the number of financisl-aid swards it offers in man's track and baseball to below the NCAA

The violations were found over the last eight months during conference and university reviews of the financial-aid awards to men on the track and baseball teams. The investiga tions found that the university had failed to include the value of out-of-state tuition waivers when calculating the amount of financial sld awarded to ath-

According to NCAA rules, paseball teams at Division I colleges are allowed to oward the gram for students.

equivalent of 13 scholarships: men's Irack may award 14.

Over the last eight years, the meo's track team awarded, on average, 2.4 more full-scholarship equivalents than are allowed; the baseball team awarded an average of 1.3 more than allowed during six of those

The conference and the university also found that baseball players last year had exceeded the NCAA's limit on the number of hours athletes may particinate in their sport each week. The university also offered preferential treatment to athletes who took part in its jobs pro-



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### International

Forollment in British higher Earoliment in British targiner education could reneh a record high this fait. But the renson an many students will be taking in the campuses might lunce least to do with pursuing a higher education than with avoiding

memployment. College, however, may turn out to be only a respite from inblessness as new figures confirm rising wment among university graduates, One in every 10 members of the class that graduated one year ago may now be unemployed, according to the Association of Graduate Careers

Government figures show averal memployment in Britain is about 8 per cent-a proportion that is cted to rise to about 10 per cent in the next few months. Norman Exchequer, recently said that Britio might now be where France was at the start of the 1980's, when memployment hit a high of about 11 per cent-where it has remained.

"The percentage of graduate memployment will be sub-suntially higher than in 1990 and could reach puble figures," said from I ank, chairman of the Association of Oradonte Careers Advisory Services. Graduate unemployment is a measure of those who are registered as unemployed one year effect receiving their degree.

pletes by major companies he seen scaled back significantly. Two years ago we were telling & them in," said Chris Phillips, lepaty director of Manufactur ity's careers service. "Nov we are begging recruiters to come."

Job prospects are also dim for raduates la Australia. This year, companies, expect to her only about half the number of graduates they took on two years ago, according to a report by a

ational employers' association. The report said a survey of the recruiting plans of 200 companies across the country had found that toployment opportunities for college graduates had fullen markedly over the past two years. The average company reported that it expected to recruit only 10 anduates this year, compared with 16in 1991 and 19 the year before that.

The survey, which was conducted for the Australian Association of Graduate mployers, found evidence of the enquyers, sound evidence of the decline in recruiting in all industries and organizations. The shurpest drops were in the public sector and large and the public sector and

arge companies.

The president of the association.

Andraw Millet, said that even when
the Australian economy recovered

from the Australian control of the from the recession, it was unlikely that the labor market would be able to absorb the entire supply of new productes, as had been the cose in recent years. Job prospects for such years. Job prospects for suchates will improve, he said, bot fey may not reach the levels of the 1980's for some time.

Monterey Institute Makes Language Fluency Many required courses given in foreign tongues

By PETER MONAGHAN MONTEREY, CAL. If finding n course on business practices in Chinn in the catulogue of an American university seems a chollenge, try finding one that is taught in Mundarin Chinese. Or a course on the government and politics of the Near East, tuught in Ambic. Perhaps one on politics and literature of Francophone Africa, offered in French.

The Momerey Institute of Internutional Studies would be pleased to assixt in such a search, because it offers all those courses

"This institute is doing what I believe is necessary in international eduention for this country," says Robert G. Gard, Jr., its president since 1987.
The institute has comprehensively tuken on an agenda that many colleges and universities are adapting piecement-providing un education that it hopes will reflect the changing nature of the economic, political, and cultur al roles played by the United States in teday's world.

The Munterey Institute offers muster's degrees in international management, international pulicy studies, language studies, and translation and interpretation. It niso has a small upper-division undergastonte program designed to prepare students for its guidante courses. All its programs are genred to the needs of students planning cureers with an International dimension, whether in business, development,

diplumacy, or other fields. 1. anguage proficiency is a key ingredient of a Munterey Institute education. In keeping with a long history of total-immersion



of the international programs."

lungunga training Itere, students are reunited to take many courses in imaguages other than their own. They can choose from offerings in Arabic, Chinese, English, French, Clarmon, Itulian, Japanese, Ritsslan, and Sonnish.

#### Fluency Required for Admission

"The idea that you can tench in a language other than English and still have it be serious" is still foreign to American graduote education, soys Jon Strolle, dean of

Just to get into a graduate program at the Montercy Institute, students must be fluent in at one least one forcign language. Mony speak three or four. Almost nil hove lived outside their own country-many of the Americans through junior yearabroad programs or the Peace Corps. Foreign students, from 40 countries. make up about a third of the enrollment of 600

"We're the most international of the international programa," says Mr. Gard, a retired general in the U.S. Army who, before coming to Monterev. directed the Balogna, Italy, campus of the Johns Hopkins University School of Advanced Internations

#### **Buainess and Policy Studies**

In contrast to traditional language instruction, which stresses literature and culture, the courses here support international business and policy studies. That emphasis is most obvious in the crush courses-mneing in duration from a few days to several months-that the institute offers to businessmen, longualists, and others going abroad to work.

international management must consplete a plan for un international business. The students work in small groups that typically have an interactional composition. One such group last semester, for exnmple, included students from Germany, Jupan, the Netherlands, and the United States, who between them spoke Chinese. Dutch, English, Prench, German, Japanese, and Spnnish.

Although the lunguage omphasis is a fcuture that muny stodenta say attracted them

## Continuing Gap in Black Enrollments Found in South Africa

By LINDA VERGNANI

CAPE TOWN South African universities have for several years determined their own admissinns policies, and even the most conservative of the institutions now admit students of all races. Hot serious racial inequalities still exist in the country's higher-education system, with far fewer blacks entering universities than whites, a stody has found.

Although whites account for only 13 per cent of South Africa's population, 51 per cent of the approximately 308,000 studenta enrolled in 1991 at the country's 17 universities were white, 36 per cent black African, and 13 per cent mixed-race, Asian, or Indian. Of the black Africans who did enter higher education, only 5 per cent en-rolled in one of the 10 predominantly white residential oniversities.

The findings appear in a report on a study of South African higher education that was commissioned by the National Education Policy Investigation, a project designed to develop policy options for a

democratic, post-apartheid government. The project is run by the National Educa-tion Coordinating Committee, which represents the country's biggest non-racial oc-

#### 'Scrious Structural Distortions'

The study was conducted by Ian Bonting, dean of social sciences and the humonities at the University of Cape Town. The findinga, he said in an interview, reveal "serious structural distortions and inequalitiea" in South Africa's system.

The report highlights issues-especially

"Clearly	the state has
to Intel	vene, but the kind
of fram	ework on how to
addres	s these inequalities

will have to come from the university sector itself."

broadening access to higher educationthat will have to be dealt with by those

responsible for developing new policies.

In the report, Mr. Bunting writes that the major cause of the inequalities in access "can be found in the socio-political circumstances of South Africa and, in particular, the onfavorable schooling offered to blacks." Other factors include economic inequalities and the language and admissions policies and requirements of the universities.

Copies of the report have been sent for comment to university officials and education experts in South Africa as well as \_\_\_ obroad. They will have an opportunity to discusa the findings at a major international conference on transforming South Africa'a universities to be held this week in Dorban. Participants In the conference. which is being aponsored by the Union of Democratic University Staff Association (UDUSA), will include representatives of World Bank, the U.S. Agency for In-

Continued on Following Page

THE

MINORITY

STUDENT

TODAY

Recruttment, Retention, and Succe

### Enrollment Gap for Blacks Still Big in Universities of South Africa

Continued From Preceding Page ternational Development, and the Commonwealth Secretariat.

Nico Cloete, general secretary of UDUSA and co-chairman of the National Education Policy Investigation postsecondary group, said the Bunting report was the first to analyze the "real differences" in

All universities have had financial problems, but the squeeze "must have been harsher" at the black ones

because of their rapid

enrollment growth.

financing for students at different universities, including state subaidies, tuition fees, and private

The importance of the report is that it has confronted the black and the white universities with the disparities," Mr. Cloete said, "And the reason it has caused a stir in the the reason is machined a surface.

Documentation of the machined properties to the cause some of them interpret it to anc's decision hast week to surface and the surface and

aide town is the Defense Language

Instituto, a training facility for

3,000 U.S. military personnel. The

presence of the two institutions is a

boon for the city; officials boast of

Monterey's being a "language-ready community." But the Mon-

terey Institute often is mistaken for

of the defense institute's Instruc-

tors are enrolled in courses at the

Monterey Institute at any time only

master's, in conference interpreta-

asked to provide the official inter-

pretera for the world press cover-ing the 1984 Olympic Games in Los

State Department Interpreters.

eles. It also has trained U.S.

Many aspects of the lostitute's

approach come together in a class

at simulates international negoti-

ations on nuclear non-prolifera-

tion. Students are assigned to a

team from either the United States

Chinese and Japanese.

adds to the confusion.

defense institute. That some 60

wants to equalize access, it will probably have to double the subsidies that the black universities get." Such an increase in the funds given to black universities would inevitably come at the expense of the other institutions

John Samuel, head of the Acri. can National Congress's education department, said the "huge dissncies" reported by Mr. Bunting reflected earlier findings, but it med to him that the university sector suffered "almost a psralywhen it came to solutions "Clearly the state has to intervene," he said, "but the kind of framework on how to address these inequalities will have to come from the university sector itself."

this week's conference, the ANC and the white universities with the disperities." would form a special commission to study short- and long-term higher-education policies for South Af-

#### **ANC Suspenda Negotiations**

Such efforts to identify and de- South Africa's universities have fivelop public-policy options for a nancial problems because of a depost-apartheid South Africa sppear cline in government financing, the mean that if a new government pend its power-sharing negotis-



Mr. Samuel said that following Nico Cloats: The report "has confronted the black

tions with the government followthe rapid growth in enrollments ing a massacre in a black township in which the police were implicat-

According to the report, in the five-year period ending in 1990, the Mr. Bunting said that while all of enrollment of full-time-equivalent students at histurically bluck institutions increused by 13 per cent. while average government finuncing per student on those campuses increased by 4 per cent. At the predominantly white universities, the number of full-time equivalent students increused 3 per cent and nyerage government financing per

student increased II per cent. The report says 35 of evary 1,000 whites in South Africa were enrolled at a university in 1991. The figure for Asians and Indians was ly enjoy working on this project is 25; for blacks, 6; and for those of

Mr. Bunting sald he had been unable to get census and university statistics for the four numinully independent homelands of Ilinphuliaiswana, Clskel, Transkei, and Venda. He sald the mein! discrepancies might be even more marked if the large homeland populations were taken into account.

The report attributes the racinl differences in univarsity enrollment to the dropout rate from South African schools.

Mr. Bunting said that of a typical group of 100 whites entering school, about 80 could be expected with Rand, however, because he to reach the final year of sehool and 28 to enroll at universities. Of 100 Soviet television. Compiling a catalogue of Soviet programming, he would reach the final year of school and just 3 could be expected to go o universities.

Many of the blacks who do go on to higher education are unable to pursue their studies at a residential institution. Of the 88,000 blacks registered as university students in

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sducation "face further inequalities within the syste 1989, 83 per cent were enrolled one of the country's two hairs institutions. And because the tiuns specializing in distance laning und part-time education to University of South Africa at Vista University. "Fewer the 15,000 black students were in the your registered at other residents

ian Bunting: The few blacks abla to go on to high

institutions," the report says. The few blacks able to go on a higher education, said Mr. Beling, "fire further locqualities with in the university system." He will if it were assumed that the 10 pp to the been pressing the dedominantly white residential as versities were "favored" by but students und future employer, muny here soy is the case. "No blucks have clearly been pleeds a serious disudvantage." Hr # ed: "Only 5 per cent of blackto dents were registered at these if

66 per cent of white students." Mr. Bunting said that may black applicants had not besually to uffurd the tultion at the residential universities. In addition is said, the use of Afrikasas at sole or primary languagoof insurtion at 6 of the 10 nredom white residential universities effectively closed off these saint sities to the majority of birt

universities in 1989, comment



#### part in many arms-control negoti-Recently, a conference was held here on international safeguards against the clandestine export of A Master's in Interpretation

nuclear materisls and know-how, A former instructor for France's According to Mr. Timerbaev, visitforeign service founded the Monteing aegotiators from Belarus, Karey Institute in 1955 as an inteosive zakhstan, Russia, and Ukraine Summer-language program. In the 1970's it began to offer an internawere "very surprised by the students' knowledge and understandtional MBA degree as well as ing," which extended to familiarity courses in foreign-language interwith cultural and historical factors preting (its new conference center that influence policy in the former is equipped to handle simultaneous Soviet republics.

production.

ating sessions.

Then, they negotiate.

translation in five languages). It "The results amaze me every has the only graduate degree, a time," says William C. Potter, director of the institute's Canter for tion in the United States. The insti-Russian and Eurasian Studies, of te also has the only graduate-levthe students' performance in the el programs outside China and Jasimulated negotiations. The author pan in simultaneous translation of of several books and articles on arms control, Mr. Potter has testi-It is a sign of both the lock of flad before Congress and published skilled interpreters in the United op ed pieces on the dangers posed States and the reputation of the by the sale of nuclear materials by erey Institute that it was cash-hungry former Soviot states.

#### Data Base on Nuclear Materials

Mr. Potter has long used the aonproliferation exercise as a teaching tooi, starting when he taught at the University of California at Los Angeles. The approach is also gaining favor lo diplomatic circles, he says.

In a related project, Mr. Potter Mooterey students are compiling a past."

Institute Makes Language Fluency Central to Curriculum Continued From Preceding Page
or the institute, it at times creates
confusion. Also located in this seawith issues such as the role each
with issues such as the role each
nology, and weaponry, nology, and weaponry.

republic has played in weapons "One of tha reasons I particularits relovance to real-world mixed ruciul buckground, 7. Roland Timerbaev, a visiting events," says Eve E. Cohen, who professor who for 40 years was a has just completed a master's de- Dropout Rate Cited Soviet diplomst, is one of the gree in international policy studies course's instructors. While Soviet at the institute and is now working Ambassador to the International on the data base. Atomic Energy Agency, he took

Graduates testify to the success of the institute's programs. Theodore Karasik, a Rand Corporation analyst of Russian and Central Asian affairs, obtained a master's degree in international policy studles at Monterey in 1987. He says the simulation exercises that he completed-one on the Soviet Politburo, the other on the U.S. State Department-helped equip him for

He says he probably got his job headed a student project here on skills." He adds: "It also made me unique as a job candidate."

Mr. Gard, the Institute's president, sees the auccess of graduates like Mr. Karasik as testimony to the approach that combines international studies with foreign-lan guage training, and emphasizer siness, diplomacy, and other aspects of foreign cultures.

"I think it's going to take a generation," he says, before U.S. institutions realize they can oo longer afford to focus narrowly on language and literature at the expense of other aspects of foreign cultures.

"For understandable if unforgivable reasons," Mr. Gard says, "tho U.S. simply hasn't focused and several curreot and former its attention on these issues in the



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# Bill to Broaden Tax on Foreign Students Vexes Colleges

By SCOTT JASCHIK

eneducation officials are that that proposed legislation in ogress could discourage some of the most talented foreign students from enrolling at American col-

yes and universities. ruling The bill would alter a 1989 ruling the Internal Revenue Service foreign students must pay ILS income tax only on money they receive from American res. Instead, the bill would tax e students on money they reived to study in the United

That would mean that about 35,000 foreign students who reeive flinds from their governnests, foreign private donors, or tional organizations would emblect to income tax. Given the tesse competition for seholarship thebroad those who win funds are considered to be among the kightest foreign students at Amerinstitutions do not need to provide herown scholarship money, they egedy recruit such students for

#### Park From Foundations

The Treasury Department cunsteed revoking the 1989 ruling ha year, but held off to see what Cogress would do, and because of execution from colleges. Formulaputment to change the ruling hecause it requires foreign students who receive money from American couse the groups providing the money would still have to withhout

The rector of the University

Belgrade, Rajko Vracar,

me under intense pressure

hat week for supporting a two-reek-old strike by atudents pro-

taing sgainst the government of Serbian President Slobodan

The Serbian government, saying

te rector and his advisers had seri-

may violated the university's au-

beeny by falling to end the strike, fredered to revoke the institu-

The threat came as student anti-

premment protests spread to hee other Sorbian universities—

Blis, Novi Sad, and Kragujevac.

Mr. Vracar told journalists that

by sovernment action against his

The rector also said that cover-

hyernment-controlled television and been designed to stir up hostil-

The Reignade students have re-

thed widespread support from

electuals and opposition politi-

in. Bishop Atanasije Jevtif of a Orthodox Church even joined

e shin and hiessed the demon-

The protest began when almost

00 students took over the uni-

mily two weeks ago to demand Milosevic's resignation and

ly loward the university.

of the stadent protests by the

ersity would constitute "mis-

loo's charter.

se of authority."

pay income tax even if they never come to the United States.

Several American foundations. for example, provide funds to black students in South Africa fur study there and must withhold taxes from the awards While the legislation has not yet

been approved at the committee level, educators take it seriously because of the Treasury Departnient's interest in the issue and because the sponsor of the bill is Rep. Dun Rostenkowski, un Illinois Democrat who is chairman of the House Ways and Menns Committee. The panel has scheduled heurings on the bill July 21-22.

'The bill would make numerous changes in the tax treatment of foreloners and foreign income and was not drafted solely to deal with international students. The bill would end the taxes on American foundation grants for foreign students studying abroad.

Supporters of the bill say it would be better than just having the Trensury Department revoke the 1989 ruling, because the legislation would alsu give foreign students standard deductions that are nut now allowed, thus lowering the amount of tax they would have to

But Norman Peterson, executive secretary of the Linison Group for International Educational Exchonge, says the tax would still disforeign governments or donors from giving students money for study in the United States be-

INTERNATIONAL NOTES

Serbish government threatens Beigrade U. over student strike

■ Student faces treason charge as Nigeria crackdown continues

professors joined the protesters, who occupied the duwntown-liel-

grada huildings of 12 university

Students are expected to be in

the vanguard of muss demonstra-tions planned for downtown Bel-

grade this week to eall for the oust-

The demonstrations, which have

been called by sevemI opposition

partles, are likely to draw large

numbers, nuw that the United Na-

tions econumic sanctions are be-

ginning to take effect, causing

prices to spiral as goods disappear

A Nigerian studeot loader has

been arrested and charged with

treason, sa the country's mill-

tary government continued its

crackdown oo pro-democracy

the banned National Association of

Nigerian Students, was one of five

charges, according to Binaife

Nowrojee, Africa Director of the New York-based Lawyers Com-

Also among those arrested was Baba Omojola, a trade unionist

who is the director of Nigeria's

mittee for Human Rights.

people arraigned on treason

Olussegun Macgun, president of

-DUSKO OUDER

er of Mr. Milusevic.

from the store shelves.

Caculties.

new elections. A large number of School of Appropriate Technol-

'Foreign sponsors will not be say, "Let's send our students to Great Britain and forget about this," Mr. Peterson says.

American foundations are sun porting the part of the Rostenko ski bill that would end taxation on their grants to foreign students for study abroad. Among those working in behalf of the hill-ss it would affect their grants to foreign students—are the Council on Founda tions and the Ford, John Simon Guggenheim Memorial, John D. and Catherine T. MacArthur, and Rockefeller Foundations

Privately, some college officials have criticized the foundations for encouraging the legislation even though it could hurt American higher education.

Foundation officials say that they would be happy to keep the current tax law on support for for eign students studying in America, provided that the foundations could stop withholding tax on their grants to foreign students who do not study in the United States.

Suys Thomas A. Trover. n Washington luwyer representing several foundations on the issue: We are supporting the part of the hill that applies to grants by U.S. foundations, but we're going to port of any effort to cut hack on relief for U.S. colleges and univer-

The treason charges constitute

"the most sovere crackdown that

the government has made on the

human-rights community to date,

Ms. Nowrojee said. The action fol-

lowed the arrest of at least two stu-

dent leaders during a raid on the

In late May, about half the na-

tion's two dozen universitles were

shut down as a result of student

protests or as a "pre-emptive ac-

tion" by the government, accord-

ing to Osaze Lanre Ehonwa, Act-

ing National Secretary of the Civil

Libertles Organization of Nigeria

Mr. Ehonwa predicted that Pres-ident Ibrahim Babangida's creation

of a new security unit armed with

to "encroachments on academi

freedom." Although the action is

simed primarily at Christian-Mus-

lim strife in northern Nigeria, Pres-

ident Babangida said his concern

about campus conflict also had

been a factor in his decision. In a

nationally broadcast speech, the

president said the new unit, known

as the National Guard, would use

"all means" to combat "commu-

nal and industrial unrest, the siu-

dents' crisis, and the general uo-

Nigeria.

ease of the civil unrest" afflicting

-STRVE ASKIN

"emergency powers" would lead

(The Chronicle, May 27).

University of Lagos campus.

#### October 4 - 7, 1992 San Antonio, Texas

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than 300 higher education professionals, The Minority Stu-dent Today Conference is designed to discuss, explore, and devise strategies for serving one of the most important constituencles in higher education today, the minority student.

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1.0

Citing "difficult personal circumstances," Linda Darling-Hammond, professor of education at Teachers College of Columbia University, wrote Harvard University's president, Nell L. Rudsustina, that she would be unable to assume the dennship of Harvard's Graduate School of Education. Ms. Darling-Hammond had been named to the post in April (Name Dropping, April

Unfortunately for the editors of the graduate school's alumni magazine, they had already mailed the edition currying a lengthy interview with Ms. Darling-Hammond

Mr. Rudenstine said a new search process would begin immediately. Catherine Snew is serving as acting

Orange blossoms in the administrative offices: When Julia M. McNamara, president of Albertus Magnus College since 1982, married Richard J. Lolatte, the dean of admissions, last month, they became the third married couple among the college's administrators. Robert J. Buccino, vice-president for advancement, is married to Gall Turk Buccino, the college registrar, and Kathlesn W. Wielk, director of alumni offairs, is married to Lawrence J. Wielk, vice-president for student services.

Daniel E. Atkins, ill, who was recently named dean of the School of Information and Library Studies at the University of Michigan, holds no degree in library science. Already a professor of electrical engineering and computer science at the university, Mr. Atkins has also been named professor of information and library studies. He holds a bachelor's degree in electrical engineering from Bucknell University and a master's in electrical engineering and a Ph.D. in computer acience from the University of Illinois at Urbana-Champaign.

Ernest L. Boyer, president of the Carnegie Foundation for the Advancement of Teaching since 1979 and one of the busiest men in American education, has taken on another role: He has been appointed chairman of the Lincoln Center Institute for the Arts in Education, Mr. Boyer, a former U.S. Commissioner of Education, will oversee Lincoln's center's program for bringing artseducation programs to some 100,000 elementary- and accondary-school students annually,

Francis Keppel, the institute's founding chairman, had also been U.S. Commissioner of Education. Mr. Boyer succeeds Edward J. Mertola, former president of Pace University, in the post.

> After 22 years at the Henry Luce Foundation, Robert E. Armstrong is retiring as its president in September. In retirement, he will pursue a longtime interest by enrolling at the College of the Desert as a full-time student in dry-climate ornamental horticulture.

Gazette APPOINTMENTS, RESIGNATIONS, & DEATHS

Paula Wolff

University

Governors State



Sara J. Graves University of Alabama at Huntsville



Fuller Theologica all

ssociate vice-chance nor sol sand eurollment at U. of Cali-erkeley, to director of institu-ging and amalysis and execu-nat to the president at Bentley

Calife.
Light. Crane, associate dean of stitute of campu

dema Maximus view demands and the cul-dated Mr. Bertelston, deas of the cul-ture displied adverces and technology a forthead State U. I. Ky. J. to later in precision of Leav College.
South J. Dubasilo, professor of histo-virul Connell U. (Log-bec), to director discount of continuing ediscotton.

Get Property vice-provest for en-signed and situates services as C bep-

winest and student services at Conju-us V., to vice-president. Whim J. Buffy, controller at Santa Curst, to assistant vice-president for larged affairs at Southeast Missouri

Said. L. Burand, professor and chair desimal-child narsing at Rush U., to said the college of sursing at Arizona half, decided the college of sursing at Arizona half, effective Lanuary I.

Behard L. Edwards, dean of the school of applied social sciences at Case Western Reserve U., to dean of the school of social service U. of North Carolina at Case 1981.

per Hul.

Man Pleabach, dean of arts, letters, dickness at U. of Wisconsin at La nose, to provost and vice-chancellus

is restenic affairs.

Beaid: Filippelli, professor and head
disk department of Jabor studies and
idential relations at Pennsylvuniu
base II., to associate dean for adminisprice, plannig, and personnel in the
object the liberal arts.

epog me noern arra. mni Flandsra, vice-prevident for hu miourees at Cushman & Wakelleld

sions Adelphi U. Roard M. Freeland, dean of the Col-be of Arteand Sciences at U. of Muss:

institut Boston, to vice-chancellur Irusituik affairs at City U. of New

left R. Ged, amistant director of resi-

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Aretia Gordon-Reed, chilef legal 12ff-it a New York City Board of Currec-in, is professor of law at New York La School.

owies Getsch, interim vice-president kotsesional services at Brookdate Contonity College, to vice-president has i gewes, professor of computer wiscent it. of Alabama ni Hunisville.

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by Harlester, professor of higher edu-tions: Pepperdine U., has refired. Beauth, Harleston, president of City alky of City U. of New York, has re-tood.

New York), to assoc

Jennia Kelth Swarthmore College





Melarry Medical College

 New college end university chief executives: Brooklyn College of City University of New York, Vernon B. Lattin; Columbia College (Cal.), Kenneth B. White; Fuller Theological Seminary, Richard J. Mouw; Governors State University, Paula Wolff; Hebrew College, David M. Gordis; Holy Names College, Mary Alice Muclierleile; Lake Superior State University, Robert D. Arbuckle; MacCormac Junior College, John H. Allen; Stephes R. Austin State U., Dan Angel.

a Other new chief executive: European Southern Observatory, Riccardo Giacconi.

#### Appointments. Resignations

Mary A. Muellarleile Holy Names College

Augusta Souza Kappnar

City College of City U.

of New York

Unda B. Akanol, coordinator of the graduate reading program and associate professor of education at Albany State College, to professor and chair of elementary and entire-fillidated education at Reassaws State College.

of Kennesaw Siste College,
Douglas D. Alder, president of Dixle
College, has announced his resignation.
Libert J. Res. 1993.

ctiocitye in June 1993.
Johe H. Altin, vice-president of Mac-Cormae Junior College, to president, Dan Angel, president of Austin Com-munity College, to president of Stephen P. Austin Siste U., effective in August.

Robert O. Arbuckie, executive officer of the New Kennington campus of Penniylymais Since U. p. opresident of Lake Superior State U. p. president of I shake Superior State U. p. president of I shake Superior State U. p. president of Lake Superior State U. p. president of Lake Superior State U. p. president of Lake Superior State U. p. president of the school of Information and birmay studies of information and birmay studies of information and sustained director of development for five error at U. of Arbonn. Society, to assistant deep continuity of the president of Lees College, has been director of counsel.

Ing and career services at Dathest.
Community College, to dean of stole development at Northern Visible to munity College at Aonandst.
Carl R. Brown, comprofler at McIng.
Up. to vice-president for stodent relations.

lions.

Joyce F. Brown, vice-chancellor for ban affairs nt City U. of New York be vice-chancellor for student affiling as appearance. vice-chancelor for student step; special programs.

Roseos G, Brown, Ir., president of Bronx Com montly Callege, savetend the program of the vice section for seaders stated who Cable, director for seaders stated with the program of the vice rector for seaders stated with the program of the

eschool of pharmacy at U. of viles at Chapel Hill. idades, associate dean of in-addes of matoral sciences suites at Bergeo Commonity Theodore J. Knilkow, dean of the col-lege at Plymouth State College, to inter-im president.

im president.

Augusta Souza Kappnar, president of Borough of Manhattun Community Cullege, to ucting president of City Unilege of City U. of New York.

Center System, to coordinator of hu-nun-services programs at Thomas Edi-son State College.

Emestina Medison, assistant to the president und directur of the Center for Human Rights at Washington State U., to vice-provost for human relations and Jonnie Kolih, professor und chnir af nn-thropology und socialagy at Swarthmore Crillege, in provinst.

Brigido Knoon, denn of students at He-cidental College, has retired.

Kathy Karz, executive director of plan-

ning, systems, and resource manage-ment at U. of Rochester, to assuelate vice-president for enrollments, placement, and alamai affairs.

Martin Kusy, acting dean of graduate studies at Concardin H. [Quebec), to mon E. Lattin, vice-president and

J. Ivan Logg, dean of the callege of sci-ences and mathematics at Auburn U., to provest of Memphis State U.

provinst of Arizona State U., In arcsident of Hrooklyn College of City U. of Jon W. Mayer, chair of visual arts at U. of Dayton, to head of the department of

with U. of Arizona.

Richerd J. Moew, provost and senior vice-president and professor of Christian philosophy and ethics at Fuller

resuurces.
Semuel H. Magill, president of Mon-mouth College (N.J.), hus announced retirement, effective in July 1993.

Alexandra Meravel, former editor of furrenu of National Affairs (Woshing-

tun), to professur of law at New York Law School

Milke Lopaz, vice-president for student affairs nt Washburn U., to vice-chasection for student affairs at Minnesota State U. System, effective August 1. Banbar P. Loety, dean of the Sheboyan County campus of U. of Wicconsin Center System, to coordinator of human-services programs at Thomas Cdi-

Theological Seminary, to president, effective July 1, 1993.
Many Allow Muslandallin, former vice-president for needemine sitiats at Clark Commercial Communication at Callander U., to vice-president for minority sitiats and human relation sort Circuian State U. of Connecticut, todirector of the school of commercial Com

Fred W. Prinzing, professor of preaching and pastoral ministries at Bethel
Theological Seminary (Minn. J. to acting
dean dean.
T. L. Puroe, interim president of Ever-

green State College, to executive vice-

Peter J. Qeesenberry, chief of the divin of hemolology-oneology and pro-tor of medleine at U. of Virginia, to director of the cancer center and profes-sor of medleine at U. of Massachusetts leal Center at Worcester.

Mory B. Roulener, associate director of college relations nr Smith College, to di-

rector.
Christopher J. Ritz, professor of busi-ness administration at U. of Peansylva-nia, to director of executive programs and professor of business administration

and professor of business administration at Queens College (N.C.).

Yom Sahaesermann, associate director of student housing and residence programs at Oregon State U., to director. Edward L. Schoenberg, dean of admissions at Gozzago U., to dean of admissions at U. of the Pacific.

Band Seamas, bend of the foreign-lan-

sions at U. of the racinc.

Oavid Seemen, hend of the foreign-language department at U. of Evansville, to chairman of foreign languages at Georgia Sauthern II.

hera U. Continued on Following Page

#### CONFERENCES

The Twelfth Annual International Conference on

### CRITICAL THINKING & EDUCATIONAL REFORM

Tiene: Cultivating the reasoning mind: Teaching, Testing, Standards, and Assessment

Center for Critical Thinking & Moral Critique at Sonoma State University August 9-12, 1992

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Houstle Kennedy, President, Stanford University

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Critical Thinking: What Freey Person Reeds to Stories in a Royally Changing World

FEATURED SPEAKERS INCLUDE PARANJANO JINGLEDIAN

REGIGNER BARNING. Bossaccide Colliner Distance: A Major Leader in the Citical Thinking Movement

MATTHAR SCHIVEN. Please Exhaust School: Distinguished Report in Evolution and Avessamer A unborned Remaining

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Four days of workshops, panels, and denionstrations

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Held in the Beautiful Sonoma/Napa Winc Country of Northern California, near San Francisco.

#### Gazette CONTINUED

Robart Suggs, director of personnel ut Merssiah College, to aendemic vice-pres-tion to direct support of the support of the Mery E. Swanzon, netting director of fi-nancial aid at McMurry College, to di-

Richard Tossan, dean of the school of theater at U. of Southern Californio, to dean of the school of fine ond performing arts at Portland State U. Soott Warran, furmer dean of stadents

at Pomona College, tu vice-president for student affuirs and dean of atudent life at Denison U.

Denison U.

Kenneth B. White, dcan of instruction
at Pima Community College, to president of Colambia College (Cat.).

Runtington: F. Williard, associate professor of genetics at Stanford U., to chairman of genetics at Case Western Reserve U. Peule Wolff, visiting distinguished fel-

### WORKSHOPS, CALLS FOR PAPERS

Gonser Gerber Tinker Stuhr Presents a Special Two-Day Workshop on SUCCEEDING IN YOUR CAPITAL CAMPAIGN August 17-18, 1992 • The Paimer House • Chicago, Illinois

A full, comprehensive two-day program for presidents, trustees, key volunteets, thiel development officers, directors of major gilts and other development staff on how to plan and implement a successful capital campaign

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#### THE PROGRAM

In full group sessions and small group seminars, attendees will examine in In ruii group sessions ano smail group seminars, attendees will examine in detail the components of planning organization, and implementing a capital campiagen. Topics include: Pre-Campiagn Preparation, Major Clim—The Ke O Success for You Campiagn, Cetting Your Campiagn of Dead Contest.

Studies, Readiness, and Feasibility: Organizational Structure and Volunteet in Contest Contes involvement, Use of the Case Settlement; Strategy, Timing and Goal Setting. and Campaign Leadership.

#### REGISTRATION

The registration fee is \$495 per person: \$450 for each additional person from the same institution. For further information on the workshop and

Gonser Gerber Tinker Stuhr 400 East Diehl Road, Naperville, Illinois 60563 Telephone, (708) 505-1433

#### CALL FOR PAPERS

10th International Conference On New Concepts in Higher Education

Sponsored bu: International Council for Innovation In Higher Education

Hosted by: Universidad Iberoamericans A.C.

Presentations of interest to university administrators, scholars and educators are invited.

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For further information and registration details, write: Dr. Erwin Waschnig, Executive Director ICIE, c/o CSM

150 York Street, Suite 1804 Toronto, Ontario, Canada M5H 3S5 PH: (416) 360-3805 FAX: (416) 360-6863

John Lawrence Multidisciplinary Symposium

#### Self-Organization, Chaos and the Dynamics of Life

November 6 & 7, 1992, University of South Dekots. Abstract deadline, September 12, 1992. Write or cell for detelled information Humanilies, Special Sciences and Netural Sciences, G.P. Scott, Chemistry Department, University of South Dekole, 8704.

10-11: Assessment. "Cissaroom Research and Cissaroom Assessment: Lessons From Success and Promising Now Directions." conference, University of California at Berkeley and Boston Collego, Berkeley, Cal. Contact: Fayo Blah-Vermillion, SD 57069, Phone (808) 677-5487; FAX (605) 677-6397.

low at John O. and Catherine T. MacAr-thur Foundation, to president of Gover-

nors State U.

Jelma E. Zlemer, assistant dean for residence life at Mary Washington College, to assistant dean of students at Illinois

#### IN THE ASSOCIATIONS

Oharlotte C. Andamon, directar of Edu-cation for Global Involvement (Chicago) and research associate In the Chicago Teacher's Center at Northeastern Illi-nois U., has ossumed the presidency of National Council for the Social Studies.

#### MISCELLANY

Emeat L. Boyer, president of Comegie Foundation for the Advancement of Teaching, also to chairman of Lincoln Center Institute for the Arts in Educa-

erdo Giseconi, director of Space cope Science Institute (Baltimore)

7-9; Pemennel. "Pre-Professional Teacher Interview Sominar," 3at Qai, inp. Lincoin, Neb. Contact: Cryf T Beamer, sas Gallap, 30; South 68th Street, Lincoin, Neb. 68510; (800) 288-8572 or (402) 489-9000. "Returning the Off: Festivol of North American Native Writers," University of Oklaho-mo, Normon, Okla. Contact: (405) 325-5101.

7-11: Solance education, "Reviteliza

ing the Engineering, Mothemalics, and Science Curricula via Symbolic Alge-bra," workshop, National Science Poundation and Roso-Hulmon Institute of Technology, Terre Haute, Ind. Con-

of Technology, Terre Haute, Ind. Contact: Mark A. Yoder, Rose-Hulman Institute of Technology, 5500 Wabash Avenue, Terre Haute, Iad. 47803; fax [812] 877-3198.

877.3198.
7-12s Lesdership. "Advancod Lesdership Seminar." Association of College Unions-International, University of Judism. Los Angeles. Contact: Morsho Herman-Betzen, Acut, 400 Bost Saventh Sircel, Bioomington, Ind. 47405; (812) 332-2017.

(312) 32-3017. "Investigate the New World: Pasts, Contexts, Apricaches," Intillus, National Endowments of Pasts, Contexts, Apricaches, "Intillus, National Endowments of Melhage Humanities and University of Melhages, And Arbor, Mich. 48(10). "Seven Mallings, vol B. Karen, Child Savon Mallings, vol B. Karen, Child Melhages, And Arbor, Mich. 48(10). "Berlagun, And Arbor, Mich. 48(10). "Berlagun, And Arbor, Mich. 48(10). "Berlagun, And Stot University," State College, Ps. Contect: Cavida Charrey, Baste College, Ps. Contect: Cavida Charrey, State Linkows Charles, State Linkows Charl

Department of English, Pennsylvanis State University, University Park, Pa.

16802.

8-28: College unions. "Professional Development Seminar," Association of College Unions-International, Indiana University, Bloomington, Ind. Contact: Marsha Herman-Betzon, Acut, 400 East Seveath Street, Bloomington, Ind. 47405; (812) 332-8017.

9-32: Administration.

**Coming Events** 

and professor of astrophysics at Johns Hopkins U. and U. of Milan, to director general of European Southern Observa-tory (Gorching, Germany), effective De-cember 31.

#### Deaths

Francis L. Bredsrich, 69, former chan-cellor of U. of Massachmetts at Boston, June 22 in Strathant, N. H.

Slater Mergarat Certhy, 80, former president and former denn of the gradu-ste school at College of New Rochelle, Jane 21 in New Rochelle, N. Y. Malvin Orimmer, 57, professor of hi ry at Cleveland State U., Jane 17 in Cleveland

Cleveland.
Frederlok E. Exley, 63, as thor and fur-mer member of the fincally at lowa Writ-ers Workshop at U. of lowo, 3 une 17 in Alexandrio Bay, N.Y.
Paul 3. Hertmen, 81, professor emeri-

12-18: Institutional advancement. Annual assombly, Council for Advancement and Support of Education, Atlanta. Contact: CASE, Sulte 400, 11 Dupont Circle, Washington 20036; [202) 328-5900.

5900.

12-15: Mell. "Professional Meil Service Managoment," workshop, United States Postal Service and Utah State University, Sait Lake City and Logas, Utah. Contact: Monies Boulay, (703)

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(401) 863-3859.
12-47: Drug ébuse, "Summer School of Alcohol and Orug Studies," Rutgers and Industries, New Brusswick, N. J. Condition of Alcohol and Condition of Alcohol Studies, Smithers Control of Alcohol Studies, Smithers (Smithers of Alcohol Studies, Smithers of Alcohol Studies, Smithers (Smithers of Alcohol Studies), 1982 (Smithers of Alcohol Smithers of Alcoho

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exertion of America, Woodland B. Ol. Contact: Tom McCut che partient of Mathematics. Low A A Lymbol (a) marks items that have not appeared in previous issues of The Chronicle.

JULY

The Chronicle.

Th s here College, 6201 Winnetko Ave worthed Hills, Cal. 91371; (818) (169, cst. 468.

328-5900.

10-12: Philosophy. Conference, Asstralasion Association for Logie, Australian National University, Lanherra, Asstralio, Contact: John Sloney, csta, Asstralio, Contact: John Sloney, csta, Asstralio, Canberra 2601, Asstralio. Box 4, Canherra 2601, As straffo.
12-33: Higher education. "A Gen-dered Cultare: Education Management in the 90's, "conference, Victoria Lini-varsily of Technology, Victoria, Austra-la. Contest: Middeline Fogarity, Vic-toria University of Technology, McKeachine Street, St. Albans 3021, Victoria, Australia; (03) 365-2346, fax (03) 365-2242.

13-144 Personnel. "Empluyment Law for Human-Resource Professionals In Higher Educotion," seorinur, Employ-ment Partnership, St. Louis, Conjuct: Bmployment Partnership, 5615 Pershing Avenue, Suite 29, St. Louis 63112; (314) 361-8007.

Caster on Philambrory, Indiana Picture Caster on Philambrory, Indiana Picture, Indiana Pict 361-807.

12-18: Pand raising. "The Fund Raising School: Leadership Development for Pluad Raising." Contact: Center on Philan-Pandesco. Contact: Center on Philan-thropy, Indiana University, Suite 301, 350 West North Street, Indianapulis 46202-3162; (317) 274-7063, fax (317) 684-8900.

32: Managemant, "Total Quality lies \$2: Managemant, "Total Quality lies \$20 mont: Executive Sembar," 059: tema lac., Cinclanati, Contact 059: tems, 100 South Suarise Way, Sulet 38 Palm Springs, Cal. 92262; (619) 778-8704.

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Conflict, A World of Ideas: Dilagorian Conflict Resolution—Bridging Theory, and Precilice, "seminar, United States institute of Pence, Mayflower Hetel-Washington. Contest: Wanda Vens Parker, User, 1550 M Street, N.W. 18.
Washington. 2000.1-105; (202) 425-84.

Washington. 2000.1-105; (202) 425-84. 12-18: Faculty. Annual conference, Association of Faculty Clubs Interna-tional, Brows University, Providence, R.J. Contact: Albert E. Poirier, 3r., Brown Faculto, Brows University, One Magne Street, P.O. Box 1870, Provi-dence, R., 1963-3023, fnx (401) 853-3859, 1974.

fax (202) 429-6053.

12-17: Gegnition. "Play and Cognition Ability: the Cultural Context, workshop, Wheelock Coffee and United States-Ierse Binst Ional Science Foundation, Boston. Contact: Wheelock Coffee, 200 the Rivorway, Baston (213): (6) 71734-5200, oxt. 139.

13-17: Computer "Mathematics"

(617) 734-5200, oxt. 139.

28-17: Computers. " "Mathensife".
Across the Curriculum: Physics, "sociation, Vanderbilt University, Namyles, Sociation, Vanderbilt University, Namyles, Box 1577, Station 9, Vanderbilt University, Namyles, Salty, Nashvilla 37235, (613) 322-323, 18-17; Computers. "Supercomputing of

conference on stadent retention, Noel/ Levitz Centera, Hyott Regency Hotel, Snn Froncisco. Contact: Therese Teas-dnie, (319) 337-4700 or (800) 728-4700.

San Production Control of the Contro

18-19: American history. Annual convention, Society for Historians of the Parly American Republic, Gettysburg, Pa. Contact: Johannu Shields, Depart-ment of History, University of Alahana, Huntsville, Ala. 35899.

17-20: Technology. "Making Multime-din Work," seminar, Association for Educational Communications and Technology, Virginia Pulytechnic Institute and State University, Macksburg, Va. Contuct: (703) 231-5879.

identics: (703) 221-5/87.

18-231 ka Wibardia. Amaoi meeting,
American Association of Law Libraries.
San FromeScu. Contact: Ast., (312)
939-4764, fin 1312/431-1097.
18-21. Administration. "Participantly the Effective Library and University of Soath Carolica and University of Soath Carolica and University of Soath Carolica and Online Sci. Contact. F. A.
Hillenski, (803) 777-792.
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Scheraton Center Iduet, Terronta. Centering, National Association of College and University Business Officer.

Sheraton Centre Hotel, Teronto, Con-Incl: NACHBO, [202] 861-2500.

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19-28: Student personnel. Annual con-ference, Association of College and Uni-

versity Housing Officers-International Baston, Contact: Boh Capulbo, [617] 552-4725. 19-24: Admissiona, "Sammer Admis-

siuns Institute," College floord and Uni-versity of Culffornio, Santa Craz, Csl. Cuntect: Kris Zuvoli, (408) 452-1400. Compared to the Compared to th

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tion rigistics for grants for research in radioactive-waste management. Con-tact: Diffic L. Stooksbury, Science Di-gineering Bineation Division, Dak Ridge Institute for Science and Educa-tion, P. O. Hox 117, task Ridge, Tenn. 37831-40117 (tal.5) 578-6037.

#### INSTITUTES, WORKSHOPS

 August 1: Humanhiaa. Applications for participation in a resourch institute, "America and its Diliers. 1865-1891," o be held in spring 1993 in Himover, N.H. Contact: Danald Pense or Robert N.11. Fortuct: Demand Peace of Robert McCleath, Thomandies Institute Direc-tors, the Sandra Grogg, Dathmouth Col-lege, 6201 Womworth Hall, Hanover, N.11. n3755-3526; (603) 646-3756.

a August 14; Occorative eria. Applica-tions for participation in an institute. Perspectives on the Decountive Aris in "Perspectives on the Designity Aris in Eorly America," to be hold in Justinary und February in Winterthur, Del. Cun-tact: Cynthia Smith or Hente Jucchven, Education and Public Programs, Winter-thur Museum, Lurdens, and Library, Winterthur, Del. 19735; (302) 888–8643.

30th 171 Administration, Proposals on the Iheme "A eudemic Chairpersons: Se-lecting, Motivating, Evaluating, and Re-warding Faculty," for possible presen-tations at a conference, to he held; a land demic Chairperson Conference, 30th early 10 (1/4 and p. 19), and the conference, 20th 19 (1/4 and p. 19), and 19 (1/4 and 19), and 19 (1/4 and 19), and 1

1913) 32-29 W, IRX (913) 332-2017. July 201, Languagée. Proposals for pos-sible presentations at the annual meeting of the Southwest Conference on Lan-guage Toaching, to be held in April in Tempe, Ariz. Coutact: Joann K. Pomps. (602) 839-3200.

tota) 836-3200.

July 22: Learning centers. Menu scripts for possible publication in Issues in College Learning Assistance Centers. Contact: Eleine Caputo-Ferrara, (718) 983-8202.

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Thy 20th Holory, Abstracts of papers for possible preventation at the field conference of the New Praginal Historical Ference of the New Praginal Historical Ference of the New Praginal Historical Providence, R. I. Contact: Peter Holorona, B. Eccolive Secretary, New Jingland Historical A sociation. Pine Manor College, 400 Retail Preventation. Proposition of the New York Praginal Historical A sociation. Proposition of the Province of the New York Praginal Proposition of Computer States of the New York Praginal Proposition of Computer States of the New York Preventation of Computer States of the New York Preventation of Computer and Proposition of Computer States of

State University, Tempo, Ariz, 85287-5906; (602) 965-3193, fax (602) 965-8692. July 321 Intermittened Studies: Propos-

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ver. Del. 1990; (202) 139-4407.

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